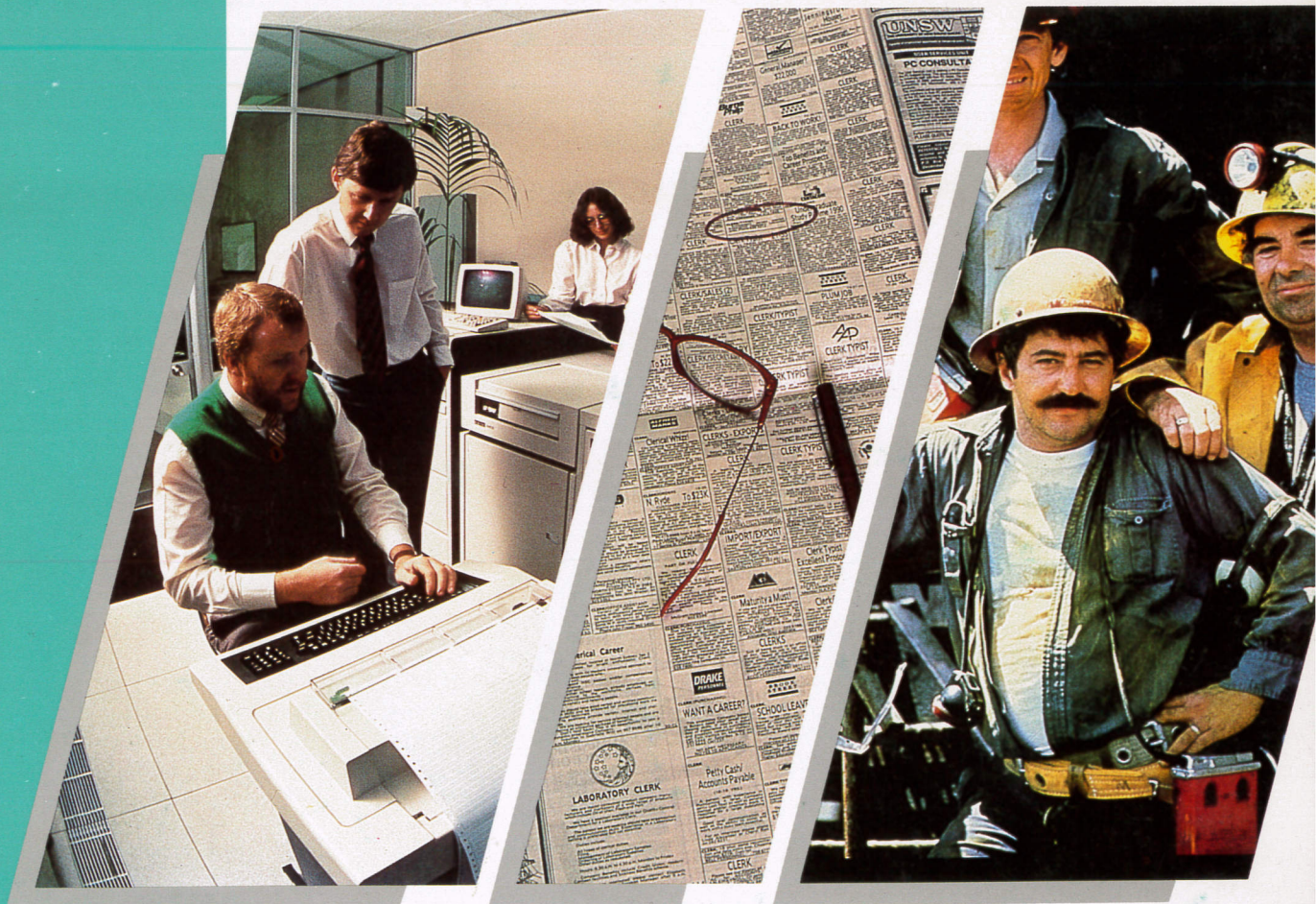




1990

LABOUR STATISTICS AUSTRALIA



LABOUR STATISTICS AUSTRALIA, 1990

IAN CASTLES
Australian Statistician



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INQUIRIES

• *for further information about statistics in this publication and the availability of related unpublished statistics contact Information Services on Canberra (06) 252 6007, 252 6627, 252 5402 or any ABS State office, or the Labour Statistics Section in any ABS State office.*

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GENERAL INFORMATION

Symbols

The following *symbols*, where shown in columns of figures or elsewhere in tables, mean:

- n.a. not available
- not applicable
- nil or rounded to zero
- break in continuity of series
- * subject to sampling variability too high for most practical uses
- r figures or series revised since previous issue

Other

Where figures have been rounded, discrepancies may occur between sums of the component items and totals.

PREFACE

This publication presents a statistical summary of the operations of the Australian labour market. Topics covered include employment, underemployment and unemployment; award rates, earnings and labour costs; hours of work, industrial relations and training. International comparisons of the more important labour statistics series are also provided.

The publication has been developed primarily as a reference document, offering an overview of the labour market data produced by the ABS, and providing a base for analysis and research on any aspect of the labour market. It is also of value to those who want only an overall picture and to those who require an introduction to the range of ABS labour statistics. Throughout each chapter, some of the more significant elements and trends of the Australian labour market have been highlighted.

Readers should note that the data presented in the publication do not cover the full range of labour statistics produced by the ABS. More detailed information is contained in the specific ABS publications indicated at the bottom of each chart or table and listed in Data Sources on page 145. Individual publications also contain details of ABS officers who may be contacted for further information about the statistics.

The statistics shown are the latest available as at April 1991 and generally relate to the calendar year 1990. Wherever possible, a time series of the principal characteristics is provided. Definitions are given in the Glossary, and information on methods of collection and concepts are given in the Technical Notes.

**Australian Bureau of Statistics
Belconnen, A.C.T. 2616
October 1991**

**IAN CASTLES
Australian Statistician**

INTRODUCTION

LABOUR STATISTICS - A BROAD FIELD

User demand on the ABS in the field of labour market statistics has been considerable and consistent over many years and has led to continued improvements in both the quality and comprehensiveness of the data.

Nevertheless, because pressure comes from users in both the economic and social areas, and because their specific needs for data are many and varied, the demand for an even more comprehensive service continues unabated.

Broadly, and at some risk of oversimplification, users tend to be interested in the following topics:

- the social, demographic, industrial, occupational, educational and labour force characteristics of the working age population, including employment and unemployment levels;
- earnings and non-wage benefits derived from the efforts of labour, and award rates of pay;
- work patterns, hours of work, job satisfaction and work preferences;
- industrial relations;
- labour costs and labour productivity;
- the relationship of labour market indicators to other social and economic data; and
- training and career paths.

SOURCES OF LABOUR STATISTICS

The ABS draws from a mix of household and employer based surveys and administrative data to produce the wide range of labour market statistics currently available.

Household Surveys

Household surveys include the monthly Labour Force Survey, supplementary surveys carried out in conjunction with the Labour Force Survey and a set of separate special household surveys employing appropriate methodologies.

The *Labour Force Survey* has been conducted by the ABS from the early 1960s. Collection of monthly labour force data began in February 1978, prior to which it had been conducted at quarterly intervals.

Supplementary surveys attached to the Labour Force Survey have been conducted since the 1960s. They enable the ABS to collect information on new topics or to obtain more detail on topics already covered in the Labour Force Survey. Since the mid-seventies, the range of topics which have been covered by the supplementary survey program has increased markedly, and the conduct of some

surveys on a regular basis has led to the development of time series of various social and labour force indicators.

Special supplementary surveys are generally large scale omnibus surveys covering topics considered too complex or sensitive to be incorporated into a monthly supplementary survey. Some of the more recent topics related to the labour market covered by this collection vehicle include:

- *Career Paths of Persons with Trade Qualifications, 1989* (6243.0) which collected information from persons with trade qualifications classified by — how and when qualified, whether ever worked in the trade, frequency of use of trade skills, whether ever left the trade and if so, when and why. Other information collected includes demographic and labour force characteristics.
- *Career Paths of Qualified Nurses, 1989* (6277.0) which collected information from persons who had ever qualified as either registered or enrolled nurses classified by — how and when qualified, whether ever worked in nursing, nursing position held, whether ever left nursing and if so, when and why. Other information collected includes demographic and labour force characteristics.
- *How Workers Get Their Training, 1989* (6278.0) which collected information from persons who were wage and salary earners in the last twelve months classified by — educational attainment, work history, qualifications needed to obtain job, training courses and on-the-job training undertaken in the last twelve months, and demographic and labour force characteristics.
- *Income Distribution Survey, 1986* (6546.0) which collected data on labour force characteristics, job details and all sources of income, including data on persons with earned income, their levels of income and demographic and social characteristics.
- *1988-89 Household Expenditure Survey (HES)*. This was a twelve month field enumeration which began in July 1988. The main objective was to obtain data on 'household expenditure', namely expenditure on goods and services for private consumption. For more information on the HES refer to *Information Paper: 1988-89 Household Expenditure Survey, Australia* (6527.0).
- *Alternative Working Arrangements, September-November 1986* (6341.0) which obtained information about certain aspects of the working arrangements of employees and their preferences for changes to those arrangements.

- *Child Care Arrangements, June 1987* (4401.0) which obtained information on child care arrangements made by persons responsible for children under 12 years of age.

A list of publications derived from supplementary and special surveys relating to the labour force is shown on page 147.

For more information on the population survey program, see *Population Survey Program, Australia, 1990-91*.

Employer Surveys

For many years, estimates of civilian employees, average weekly earnings, distribution and composition of employee earnings and hours and job vacancies and overtime were based on a statistical framework constructed from lists of employers subject to payroll tax, supplemented by lists of government employers, religious and benevolent institutions and other non-profit organisations. Following a review conducted in 1981, it was concluded that the civilian employees series had substantially underestimated the rate of growth in employment because a significant number of small businesses were exempt from payroll tax. This deficiency in coverage of small businesses also adversely affected the quality of data on average weekly earnings because small businesses were under-represented in estimates based on the payroll tax framework.

In the light of the review, it was decided that the information required would be best obtained directly from employers using sample surveys based on the ABS register of businesses and organisations. Consequently, a new integrated statistical system based on the business register was developed. Since May 1983, the following new or upgraded surveys have been introduced:

- Quarterly Survey of Average Weekly Earnings;
- Quarterly Survey of Employment and Earnings;
- Quarterly Survey of Overtime;
- Quarterly Survey of Job Vacancies;
- Annual Survey of Employee Earnings and Hours;
- Surveys of Labour Costs and Wage Costs; and
- Survey of Employer Training Expenditure.

To provide a statistical link between the old and new series, the interim surveys have been conducted in parallel with the new Surveys of Employment and Earnings and Average Weekly Earnings for the September and December quarters 1983. Further details on the new statistical series outlined above have been published in *Information Paper : New Statistical Series — Employment, Average Weekly Earnings, Job Vacancies and Overtime* (6256.0).

The *Survey of Employee Earnings and Hours* was conducted annually to 1981, again in 1983 and then annually from 1985 onwards. The survey of *Labour Costs* has been conducted annually since 1985-86, covering both the public and private sectors since 1986-87. The first *Training Expenditure Survey* was conducted in 1989.

Census of Population and Housing

Censuses of Population and Housing, conducted every five years, obtain information about the labour force, including social and demographic characteristics and occupation and industry profiles.

A Guide to Labour Statistics

The publication of *A Guide to Labour Statistics* (6102.0) was released in early 1986. The Guide provides an overview of:

- the development of labour statistics in Australia;
- major International Labour Organisation conventions providing the rationale for such statistics;
- the concepts, methodology and sources of ABS labour market data;
- the comparability between different ABS and non-ABS data sources.

The development of the Guide grew out of a recognition by the ABS that users required more than the ongoing issue of ABS labour market data. The Guide is structured according to subject matter topics similar to chapter headings used in this publication, and is intended as a companion volume to this publication. (Some updating of the Guide is being undertaken with a view to release of a new edition in 1992.)

CLASSIFICATIONS

Australian Standard Classification of Occupations (ASCO)

ASCO is a skill-based classification of occupations developed as a national standard for the production and analysis of labour force statistics, human resources management, education planning, the listing of job applicants and vacancies, the provision of occupational information, conducting social research and for vocational guidance. The First Edition of ASCO was released in September 1986 as the result of an extensive joint project undertaken by the ABS and the Department of Employment and Industrial Relations (DEIR) (now the Department of Employment, Education and Training).

The classification groups occupations on the basis of type of work performed. This criterion has been interpreted in terms of two variables: skill level and skill specialisation. The skill level of an occupation (not of an individual) is defined in terms of the length and type of training normally required for the satisfactory performance of the primary tasks involved. The skill specialisation of an occupation is defined in terms of the

field of knowledge required, tools and equipment used, materials worked on, and goods and services produced.

These variables were used to group jobs into 1,079 occupations, 282 unit groups, 52 minor groups and 8 major groups. At major group level, groups are separated principally according to skill level; at the lower levels the skill specialisation criterion is applied in successively finer degrees of detail.

ASCO was introduced into ABS collections from May 1986, and is now used in all ABS censuses and surveys where occupation data are collected, including the five yearly Census of Population and Housing, the Monthly Population Survey and the Annual Survey of Employee Earnings and Hours. In these collections data are coded at the unit group level but it is planned that occupation responses obtained in the 1991 Census of Population and Housing will be coded at the occupation level of ASCO.

In 1990, ASCO was introduced into administrative by-product statistics such as births, deaths and divorces. The data are coded at minor group level using an automatic coding system operating on occupation title responses only. Data on overseas arrivals and departures are now coded to the unit group level of ASCO.

Data on occupation in ABS labour statistics collected before 1986 were coded to the Classification and Classified List of Occupations (CCLO). While the titles of some of the groups in the two classifications are similar, the content of these groups is different because occupations are grouped according to different criteria. These differences are likely to be accentuated by the introduction of a structured method for coding survey data to ASCO. Extreme caution must therefore be exercised in attempting to compare data coded to CCLO with that coded to ASCO.

A cross-tabulation of the two classifications at the major group level was presented in Table 41 of the August 1986 issue of *The Labour Force, Australia* (6203.0). The estimates contained in this table were produced by coding a sub-sample of occupation responses from the May 1986 Labour Force Survey to both ASCO and CCLO. Occupation data from the 1986 Survey of Employee Earnings and Hours were coded to both classifications and presented in the May 1986 issue of *The Distribution and Composition of Employee Earnings and Hours, Australia* (6306.0). More detailed information on the relationship between ASCO and CCLO is presented in *Census 86 — ASCO/CCLO Link* (2182.0) and *Census 86 — ASCO/CCLO Link File : Technical Details* (2199.0). (See also *Information Paper: ASCO — Australian Standard Classification of Occupations* (1221.0).)

CCLO was originally based on the 1958 version of the International Standard Classification of Occupations (ISCO) and thus afforded Australian labour force statistics some international comparability. There were many severe criticisms of CCLO and thus ASCO was developed using a completely different conceptual approach. Since the publication of ASCO in 1986, ISCO (1988) has been

revised using a very similar conceptual approach to that adopted for ASCO. Other countries such as the United Kingdom and Canada are currently revising their national classifications along similar lines.

The following publications about ASCO are available from the ABS:

1. *Information Paper : ASCO — Australian Standard Classification of Occupations* (1221.0). This paper provides an introduction to the Australian Standard Classification of Occupations (ASCO), including an overview of the ASCO structure, the ASCO Coding System and a guide to interpreting ASCO statistics. It also provides details of other publications dealing with the relationship between ASCO and CCLO.
2. *ASCO Statistical Classification* (1222.0) outlines the conceptual basis and structure of ASCO, and provides definitions of the major, minor and unit groups in the classification. It is intended principally as an aid in interpreting statistics coded to ASCO.
3. *ASCO Occupation definitions* (1223.0) comprises the definitions of the ASCO criteria, code conventions, listings of the ASCO structure, definitions of the 1,079 occupations at the most detailed level of the classification, and the Keyword Index of Structure Titles.
4. *ASCO Expert Coding System: Unit Group Level* (1224.0) includes a Coder's Guide, User's Guide and printed copies of the coding indexes in alphabetical and numerical order. The system runs on IBM XT, AT or PS/2 compatible microcomputers.
5. *ASCO Manual Coding System: Unit Group Level* (1225.0) details the procedures and provides the indexes required for the accurate manual coding of survey responses to ASCO. Other indexes contained in the *Statistical Classification* and the *ASCO Dictionary* are not suitable for this purpose.
6. *ASCO Expert Coding System: Occupation Level* (1226.0) is similar to 1224.0 but enables the coding of occupation information to the occupation level of ASCO (1,079 categories).
7. *ASCO Manual Coding System: Occupation Level* (1227.0) specifies the procedures and provides the indexes for the manual coding of occupation data to the 1,079 categories at the most detailed level of ASCO. It is intended for users who wish to assign 6-digit ASCO codes on the basis of relatively detailed information such as that which is available from human resource management systems, job vacancies specifications or responses in special purpose statistical collections.

8. *ASCO Keyword Index of Unit Group Tasks* (1228.0) is primarily designed to assist in resolving problems arising in the course of coding occupation descriptions to the unit group level of ASCO. It is particularly useful in finding the correct ASCO code for an occupation when no title or an inadequate title is available and the coder needs to use task information. It is not intended to be a coding document in its own right, but rather a guide to locating relevant unit group definitions.

The *ASCO Dictionary* (AGPS Cat. No. 85 1291 0) was produced jointly by ABS and DEIR (now the Department of Employment, Education and Training) and contains descriptions of all groups in the

classification down to the occupation level. It is published by the Australian Government Publishing Service and is available from AGPS bookshops.

Australian Standard Industrial Classification (ASIC)

ASIC has been designed primarily as a system for classifying establishments, e.g. individual mines, factories, shops, etc., by industry. An 'industry' i.e. an individual class or group, etc. in ASIC consists of the establishments which have been classified to it. ASIC may also be used for classifying other statistical units such as enterprises.



Australian Bureau of Statistics

Concepts, sources and collection methodology of ABS Labour Statistics ...

... *A Guide to Labour Statistics* discusses all topics of labour statistics, including: the labour force, earnings and award wages, labour costs, employer training expenditure and industrial disputes.

A Guide to Labour Statistics features:

- * the history of labour statistics.
- * major International Labour Organisation conventions on labour statistics.
- * statistical framework, concepts and definitions of labour statistics.
- * all ABS sources of labour statistics and selected non-ABS sources.
- * the methodology of ABS labour surveys.
- * discussion of the differences between similar statistical series measured by different ABS labour surveys.

A Guide to Labour Statistics is currently being reviewed and it is due to be released in late 1992. For more information, contact Alan Sharp on (06) 252 7361.

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CHAPTER 1

SOCIO-DEMOGRAPHIC CHARACTERISTICS OF THE POPULATION

This chapter presents a brief summary of the more important population statistics which are relevant to the structure and activities of the labour market. Important factors highlighted in the statistics include current trends in population growth, the age-sex composition of the population and projections of the population of working age. Details of overseas settler arrivals provide a further pointer to the future make-up of the population. Other population-related factors which are included in the statistics presented include the composition of families, levels of educational attainment, and characteristics of migrants.

Population

The estimated resident population of Australia at 30 June 1990 was 17,085,400, an increase of 252,300 since 30 June 1989. Of the growth during the last twelve months, 53 per cent was achieved through natural increase (132,500) with overseas migration (119,800) contributing the remaining 47 per cent. The increase from overseas migration comprises net permanent and long term migration only. (It includes an adjustment for 'category jumping' — see the Technical Notes.) The annual population growth rate for 1989-90 was 1.5 per cent, down from 1.8 per cent for the previous year.

Principal features of current trends in population growth are low fertility, increasing longevity and high levels of net overseas migration gains. Natural increase, i.e. births minus deaths, is relatively steady because the low birth rate is being offset by the low death rate. The combined outcome of these trends is high levels of total population growth and a gradual ageing of the Australian population.

Over the decade since 30 June 1980, for example, the median age of the population has risen from 29.4 years to 32.2 years. The dependency ratio for 0-14 year-olds (i.e. population aged 0-14 years per thousand persons aged 15-64) has declined from 38.77 in 1980 to 32.71 in 1990 and the dependency ratio for persons aged 65 years and over (i.e. expressed per thousand population aged 15-64 years) has risen from 14.77 in 1980 to 16.66 in 1990. The working-age population has also been ageing, though at a slower rate. The proportion of the population in the young working ages 15-24 has declined from 17.5 per cent in 1980 to 16.2 per cent in 1990, and, although the proportion in the older working ages 50-64 years has also fallen (from 14.3 per cent to 13.4 per cent), the net result for the total working age group 15-64 has been a rise in the median age from 34.1 years to 35.5 years over the ten-year period.

At 30 June 1990 the population aged 15-64 years was 11,438,500. Despite the older profile, the numbers of people in this age group have been increasing at a faster rate (now 19.5% higher than 1980) than the population as a whole (16.3% higher) due to the concentration of overseas arrivals in this age group. The proportion of Australia's population which is of working age has consequently risen. In 1980 it comprised 65.1 per cent of the population; in 1990 it was 66.9 per cent.

Implications for the future age profile of the work-force are illustrated in Charts 1.3 and 1.4. These demonstrate the outcome of certain assumed fertility/mortality/migration trends as described in the Technical Notes. Four alternative combinations (A,B,C and D) of these assumptions have been selected for the period up to year 2031. Series A and B would result in the highest population increase, followed by C and then D. The outcome for the size of the workforce would be in the same order. (The median age of the labour force, however, would be in reverse order although the differences between all four are slight. The oldest labour force age structure would result if series D assumptions prevailed, with a median age of 41.2 years. For series C, the median age would be 40.9 years, and for both series A and B it would be 40.4 years.)

The projections show that the labour force would, like the population as a whole, be growing older. The median age of persons in the labour force would rise from 35.5 years in 1990 to between 40.4 and 41.2 years as described in the preceding paragraph in the year 2031 (assuming no change in the present patterns and practices of retirement from the labour force).

Projections of the population in the younger working ages, 15-24 years, show that growth rates would be much lower than for ages 25 and over. After 1993 the number of persons aged 15-24 years would decline slightly for a few years as the effect of lower numbers of births in the 1970s impacted on the 15-24 age group. The series would then diverge, but only within a narrow range. Series A and B project a steady rise until the year 2031 but Series C projects a very small increase and series D actually shows a decline.

In comparison substantial increases in numbers are projected for the prime working age-group (25-49 years) and also the older working ages (50-64 years). A levelling off may occur for the 25-49 age group if series D assumptions prevail, but only after a considerable increase during the remaining years of this century.

TABLE 1.1 ESTIMATED RESIDENT POPULATION BY AGE GROUPS, AUSTRALIA
30 JUNE 1987, 1988, 1989 and 1990

Age group (years)	Number				Per cent of total population			
	1987	1988	1989	1990	1987	1988	1989	1990
MALES								
0-4	622,934	627,128	634,547	641,976	3.83	3.79	3.77	3.76
5-9	612,694	624,509	635,942	644,995	3.77	3.78	3.78	3.78
10-14	652,201	640,221	633,390	630,760	4.01	3.87	3.76	3.69
15-19	709,293	721,490	724,741	719,436	4.36	4.36	4.31	4.21
20-24	674,622	674,272	682,201	694,369	4.15	4.08	4.05	4.06
25-29	696,539	709,726	717,358	717,281	4.28	4.29	4.26	4.20
30-34	649,383	665,373	687,154	706,523	3.99	4.02	4.08	4.14
35-39	635,059	641,312	651,140	656,189	3.90	3.88	3.87	3.84
40-44	564,371	599,470	622,865	648,045	3.47	3.62	3.70	3.79
45-49	446,167	461,794	486,115	505,987	2.74	2.79	2.89	2.96
50-54	385,307	394,521	405,586	421,535	2.37	2.39	2.41	2.47
55-59	380,195	375,549	372,202	366,822	2.34	2.27	2.21	2.15
60-64	355,007	359,938	362,850	366,498	2.18	2.18	2.16	2.15
65-69	278,823	292,740	307,901	314,930	1.71	1.77	1.83	1.84
70-74	213,023	212,637	211,366	216,357	1.31	1.29	1.26	1.27
75-79	138,037	144,082	151,622	156,065	0.85	0.87	0.90	0.91
80-84	70,440	73,934	77,191	81,707	0.43	0.45	0.46	0.48
85 and over	36,446	38,354	40,630	42,124	0.22	0.23	0.24	0.25
All ages	8,120,541	8,257,050	8,404,801	8,531,599	49.93	49.93	49.93	49.94
FEMALES								
0-4	593,703	598,678	604,921	610,898	3.65	3.62	3.59	3.58
5-9	582,123	592,120	604,082	614,366	3.58	3.58	3.59	3.60
10-14	619,209	607,911	601,726	598,591	3.81	3.68	3.57	3.50
15-19	678,627	690,356	691,952	685,822	4.17	4.17	4.11	4.01
20-24	651,101	649,893	657,231	667,838	4.00	3.93	3.90	3.91
25-29	681,312	694,311	702,376	701,188	4.19	4.20	4.17	4.10
30-34	646,411	660,426	678,090	695,078	3.97	3.99	4.03	4.07
35-39	624,060	634,916	647,999	656,353	3.84	3.84	3.85	3.84
40-44	536,889	571,182	595,306	622,926	3.30	3.45	3.54	3.65
45-49	421,236	435,902	459,329	479,183	2.59	2.64	2.73	2.80
50-54	368,290	377,030	387,825	401,773	2.26	2.28	2.30	2.35
55-59	366,160	362,590	360,893	356,662	2.25	2.19	2.14	2.09
60-64	368,601	369,404	368,365	369,019	2.27	2.23	2.19	2.16
65-69	316,127	330,324	345,478	351,059	1.94	2.00	2.05	2.05
70-74	267,674	267,913	264,926	270,014	1.65	1.62	1.57	1.58
75-79	199,515	207,629	218,587	224,042	1.23	1.26	1.30	1.31
80-84	123,997	129,449	133,987	141,186	0.76	0.78	0.80	0.83
85 and over	97,743	101,069	105,211	107,786	0.60	0.61	0.63	0.63
All ages	8,142,778	8,281,103	8,428,284	8,553,784	50.07	50.07	50.07	50.06
PERSONS								
0-4	1,216,637	1,225,806	1,239,468	1,252,874	7.48	7.41	7.36	7.33
5-9	1,194,817	1,216,629	1,240,024	1,259,361	7.35	7.36	7.37	7.37
10-14	1,271,410	1,248,132	1,235,116	1,229,351	7.82	7.55	7.34	7.20
15-19	1,387,920	1,411,846	1,416,693	1,405,258	8.53	8.54	8.42	8.22
20-24	1,325,723	1,324,165	1,339,432	1,362,207	8.15	8.01	7.96	7.97
25-29	1,377,851	1,404,037	1,419,734	1,418,469	8.47	8.49	8.43	8.30
30-34	1,295,794	1,325,799	1,365,244	1,401,601	7.97	8.02	8.11	8.20
35-39	1,259,119	1,276,228	1,299,139	1,312,542	7.74	7.72	7.72	7.68
40-44	1,101,260	1,170,652	1,218,171	1,270,971	6.77	7.08	7.24	7.44
45-49	867,403	897,696	945,444	985,170	5.33	5.43	5.62	5.77
50-54	753,597	771,551	793,411	823,308	4.63	4.67	4.71	4.82
55-59	746,355	738,139	733,095	723,484	4.59	4.46	4.36	4.23
60-64	723,608	729,342	731,215	735,517	4.45	4.41	4.34	4.30
65-69	594,950	623,064	653,379	665,989	3.66	3.77	3.88	3.90
70-74	480,697	480,550	476,292	486,371	2.96	2.91	2.83	2.85
75-79	337,552	351,711	370,209	380,107	2.08	2.13	2.20	2.22
80-84	194,437	203,383	211,178	222,893	1.20	1.23	1.25	1.30
85 and over	134,189	139,423	145,841	149,910	0.83	0.84	0.87	0.88
All ages	16,263,319	16,538,153	16,833,085	17,085,383	100.00	100.00	100.00	100.00

Source: Australian Demographic Statistics (3101.0).

CHART 1.1. ESTIMATED RESIDENT POPULATION: PROPORTION OF POPULATION IN SELECTED AGE GROUPS, AUSTRALIA

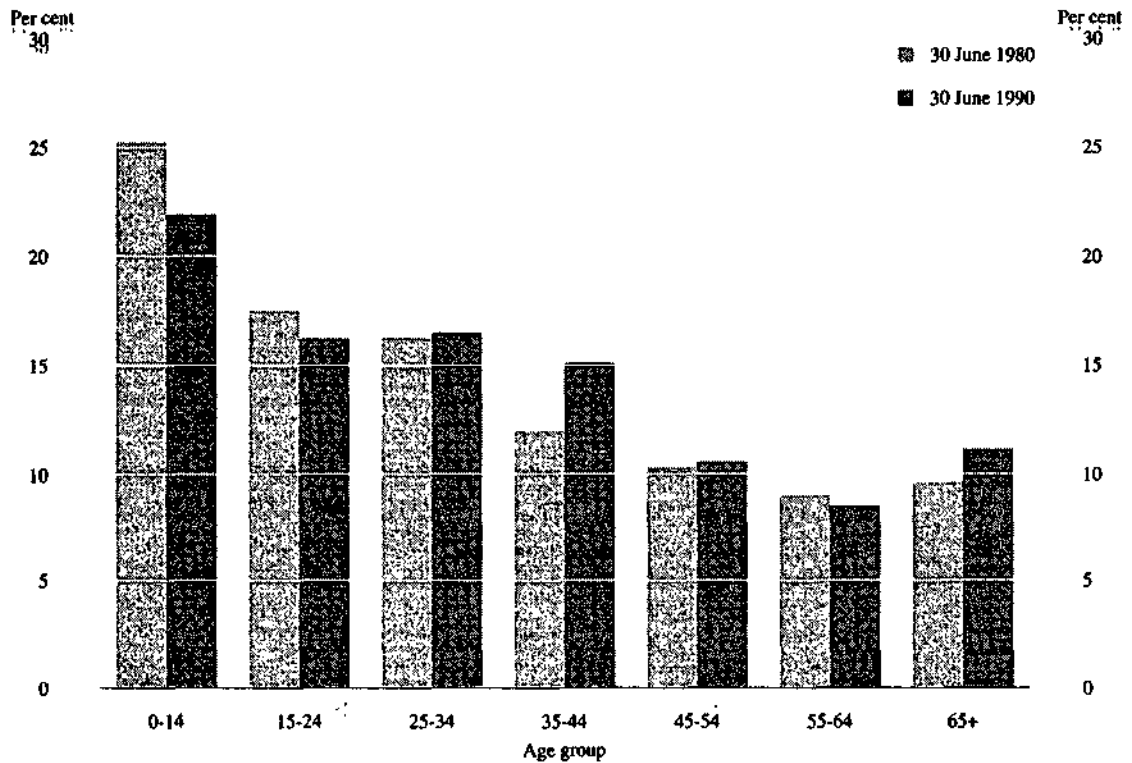


CHART 1.2. ESTIMATED RESIDENT POPULATION: COMPONENTS OF GROWTH(a), AUSTRALIA

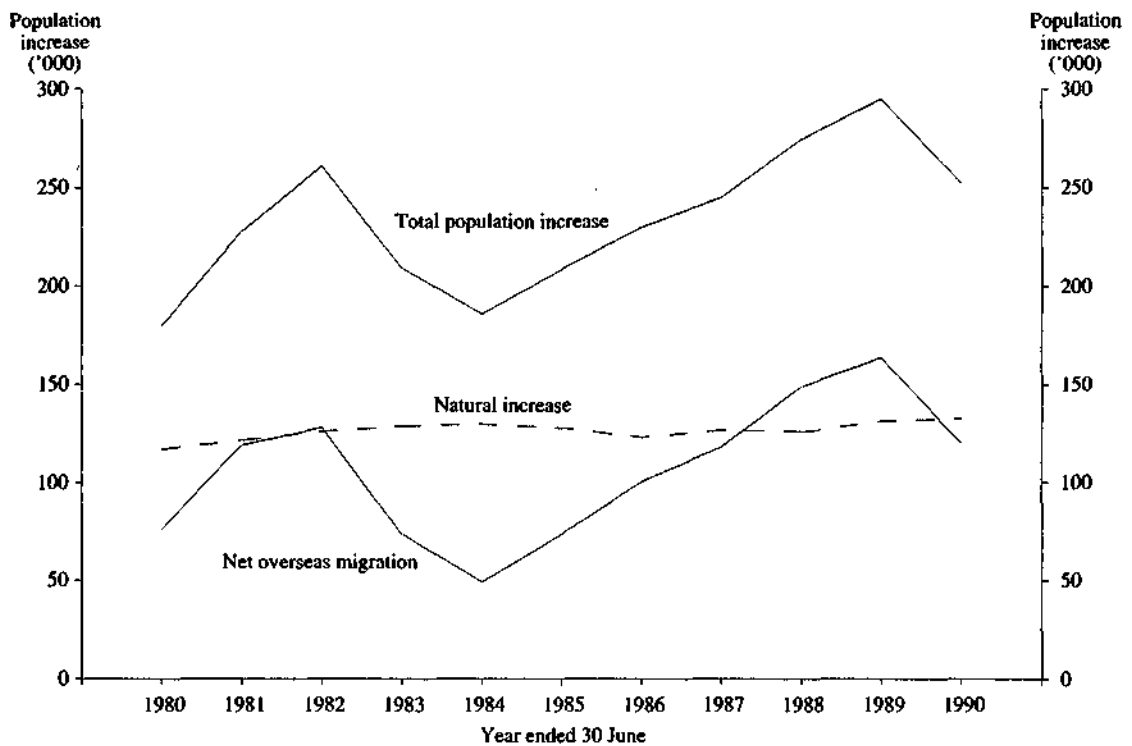


CHART 1.3. PROJECTED POPULATION: TOTAL ALL AGES, AUSTRALIA

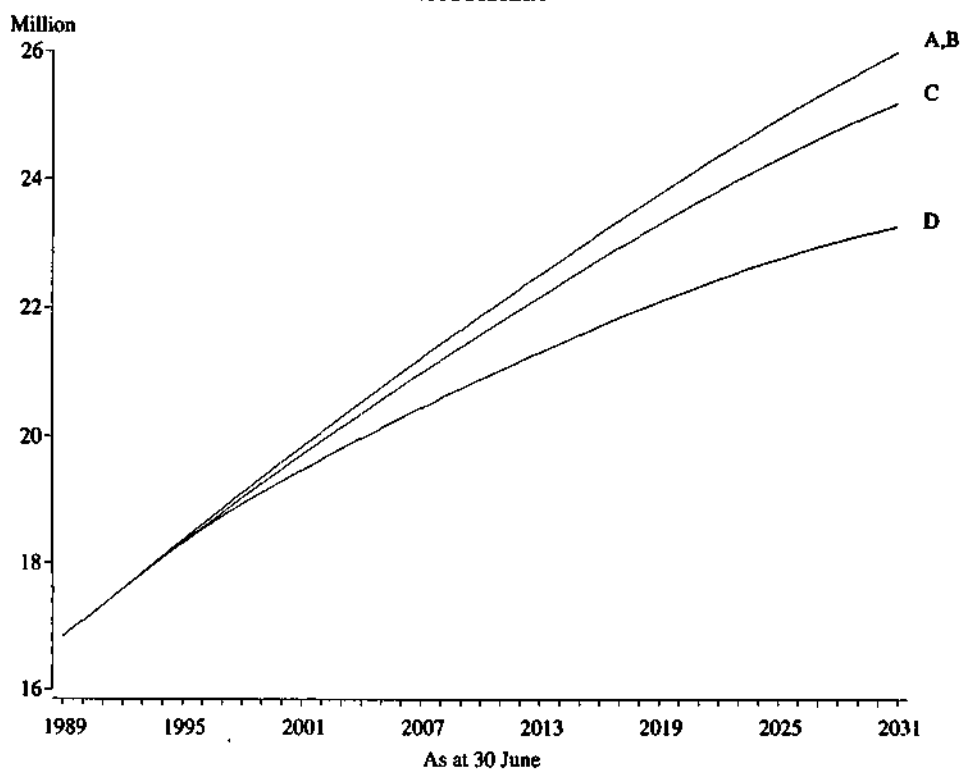
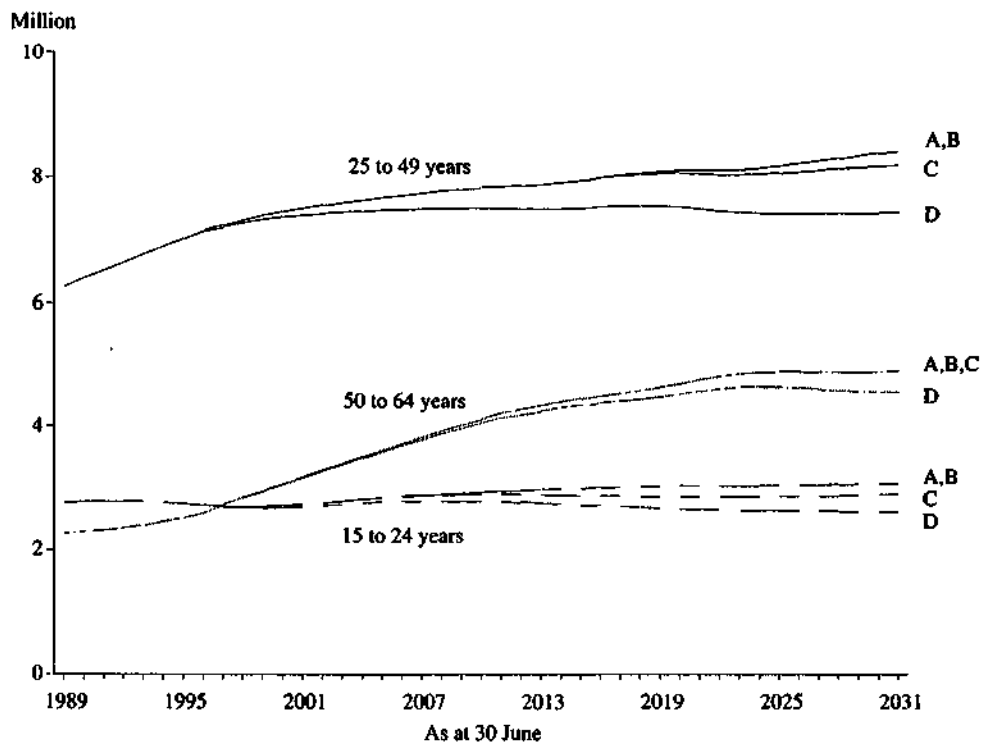


CHART 1.4. PROJECTED POPULATION: WORKING AGE GROUPS, AUSTRALIA



NOTE: The four projections A, B, C and D are based on different assumptions concerning immigration and fertility rates. See the Technical Notes.

Source: *Projections of the Population of Australia, States and Territories, 1989 to 2031 (3222.0)*.

Migration

In 1987-88 and 1988-89 net overseas migration gains were the highest for forty years and exceeded the natural increase (births minus deaths) component of population growth. In 1989-90 natural increase exceeded net overseas migration gains. Recorded net permanent and long-term overseas migration, excluding the 'category jumping' adjustment, was 143,220 in 1987-88, 137,240 in 1988-89 and 103,870 in 1989-90. The sharp drop in the net gain for 1989-90 resulted from a fall in arrivals (the first fall since 1982-83) accompanied by a continuation in the trend towards greater numbers of departures.

Although the net gain of overseas arrivals of working age also declined in 1989-90 (see Chart 1.5), the proportion of the net overseas migration gain who were aged 15-64 years has not changed. It has been steady at about 70 per cent since 1984-85. Prior to this, in the first half of the 1980s, the proportion fell as the incidence of unemployment in Australia peaked.

The United Kingdom and Ireland continued to be the major countries of origin (21.1%) for permanent settler arrivals from overseas in 1989-90. Next largest were New Zealand (9.2%) and Vietnam (9.2%). Asia provided 55,820 (46.0%) of the settlers while Europe provided 38,140 (31.5%).

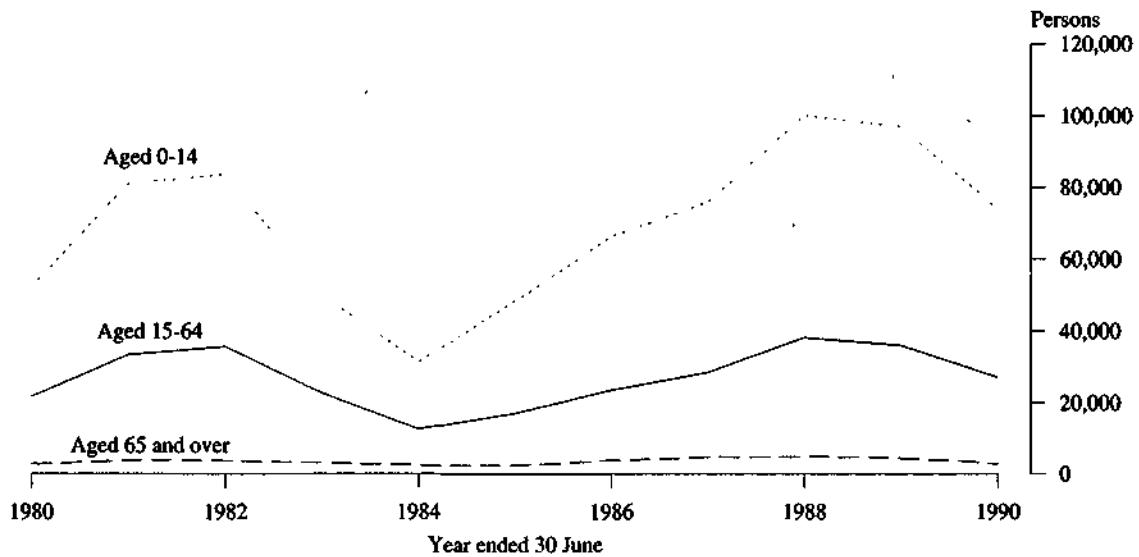
TABLE 1.2. PERMANENT AND LONG TERM OVERSEAS ARRIVALS AND DEPARTURES (a) : AGE AND SEX, AUSTRALIA

Age group (years)	Year ended 30 June											
	Arrivals						Departures					
	1985	1986	1987	1988	1989	1990	1985	1986	1987	1988	1989	1990
MALES												
0-4	6,240	7,140	8,260	10,550	10,250	8,910	3,660	3,390	3,640	3,830	4,080	4,560
5-14	12,360	14,260	15,110	18,350	18,140	15,980	6,070	5,310	5,340	5,160	5,900	6,410
15-24	16,590	19,520	20,380	23,410	25,680	24,840	8,590	9,160	9,910	10,420	11,820	14,040
25-34	21,620	25,540	27,290	33,560	34,400	33,600	13,820	13,910	14,590	15,250	17,380	20,280
35-44	14,090	16,600	17,740	21,300	22,140	20,310	8,980	8,940	8,820	9,340	10,320	11,200
45-64	9,780	11,120	11,410	13,620	14,100	13,150	6,340	6,510	6,170	6,240	7,290	8,130
65 and over	2,830	3,330	3,640	3,870	3,730	3,070	1,810	1,510	1,520	1,530	1,750	1,810
All ages	83,490	97,500	103,810	124,640	128,430	119,860	49,260	48,720	49,980	51,760	58,530	66,430
FEMALES												
0-4	6,050	6,650	8,340	10,010	9,830	8,630	3,350	3,220	3,400	3,670	3,950	4,380
5-14	11,440	12,700	14,130	17,050	17,370	15,060	5,920	5,130	4,990	5,130	5,720	6,070
15-24	17,200	19,300	21,810	24,660	26,530	25,880	9,610	9,470	10,850	11,430	13,350	15,950
25-34	21,330	24,440	27,680	32,880	33,370	31,660	13,080	12,590	13,030	13,430	15,760	18,350
35-44	11,180	12,510	13,750	16,530	17,600	16,180	6,750	6,380	6,420	6,720	7,630	8,420
45-64	8,870	9,390	10,590	12,000	12,360	10,860	5,140	5,010	4,840	4,950	5,690	6,300
65 and over	3,710	3,900	4,360	4,500	4,390	3,810	2,150	1,970	1,810	1,940	2,010	2,150
All ages	79,760	88,890	100,650	117,610	121,450	112,060	45,990	43,750	45,340	47,260	54,110	61,630
PERSONS												
0-4	12,290	13,790	16,600	20,550	20,080	17,540	7,000	6,610	7,040	7,500	8,020	8,950
5-14	23,790	26,960	29,240	35,390	35,500	31,030	12,000	10,430	10,330	10,290	11,620	12,480
15-24	33,790	38,820	42,190	48,060	52,220	50,720	18,200	18,630	20,760	21,840	25,180	29,990
25-34	42,940	49,980	54,960	66,430	67,770	65,260	26,890	26,490	27,620	28,680	33,140	38,630
35-44	25,260	29,100	31,480	37,820	39,740	36,480	15,720	15,320	15,250	16,050	17,940	19,610
45-64	18,650	20,510	21,990	25,620	26,460	24,010	11,480	11,520	11,010	11,200	12,980	14,430
65 and over	6,530	7,230	8,000	8,370	8,120	6,880	3,960	3,470	3,320	3,460	3,760	3,960
All ages	163,260	186,400	204,460	242,250	249,880	231,920	95,250	92,460	95,320	99,020	112,640	128,060

(a) Excludes 'category jumping' adjustment. See the Technical Notes.

Source: Australian Demographic Statistics (3101.0).

CHART 1.5. NET PERMANENT AND LONG-TERM OVERSEAS MOVEMENT(a),
BY AGE, AUSTRALIA



(a) Excludes 'category jumping' adjustment. See text above and the Technical Notes.
Source: Australian Demographic Statistics (3101.0).

TABLE 1.3. NET PERMANENT AND LONG TERM OVERSEAS MOVEMENT (a) : AGE AND SEX, AUSTRALIA

Age group (years)	Year ended 30 June											
	Number						Percent					
	1985	1986	1987	1988	1989	1990	1985	1986	1987	1988	1989	1990
MALES												
0-4	2,580	3,750	4,630	6,710	6,170	4,350	3.8	4.0	4.2	4.7	4.5	4.2
5-14	6,280	8,960	9,770	13,180	12,230	9,570	9.2	9.5	9.0	9.2	8.9	9.2
15-24	8,000	10,360	10,470	12,990	13,860	10,800	11.8	11.0	9.6	9.1	10.1	10.4
25-34	7,800	11,630	12,700	18,310	17,020	13,320	11.5	12.4	11.6	12.8	12.4	12.8
35-44	5,110	7,660	8,910	11,960	11,820	9,110	7.5	8.2	8.2	8.4	8.6	8.8
45-64	3,440	4,610	5,240	7,380	6,820	5,020	5.1	4.9	4.8	5.2	5.0	4.8
65 and over	1,020	1,820	2,120	2,340	1,990	1,260	1.5	1.9	1.9	1.6	1.5	1.2
All ages	34,240	48,790	53,830	72,880	69,900	53,430	50.3	51.9	49.3	50.9	50.9	51.4
FEMALES												
0-4	2,700	3,440	4,940	6,340	5,880	4,250	4.0	3.7	4.5	4.4	4.3	4.1
5-14	5,510	7,570	9,150	11,920	11,650	8,990	8.1	8.1	8.4	8.3	8.5	8.7
15-24	7,590	9,840	10,960	13,230	13,180	9,930	11.2	10.5	10.0	9.2	9.6	9.6
25-34	8,250	11,860	14,650	19,440	17,610	13,310	12.1	12.6	13.4	13.6	12.8	12.8
35-44	4,430	6,130	7,320	9,810	9,980	7,760	6.5	6.5	6.7	6.8	7.3	7.5
45-64	3,730	4,380	5,750	7,040	6,660	4,550	5.5	4.7	5.3	4.9	4.9	4.4
65 and over	1,560	1,940	2,550	2,570	2,380	1,650	2.3	2.1	2.3	1.8	1.7	1.6
All ages	33,770	45,150	55,310	70,350	67,340	50,430	49.7	48.1	50.7	49.1	49.1	48.6
PERSONS												
0-4	5,280	7,180	9,560	13,050	12,050	8,600	7.8	7.6	8.8	9.1	8.8	8.3
5-14	11,800	16,530	18,920	25,100	23,880	18,560	17.4	17.6	17.3	17.5	17.4	17.9
15-24	15,590	20,200	21,430	26,220	27,040	20,730	22.9	21.5	19.6	18.3	19.7	20.0
25-34	16,050	23,490	27,350	37,750	34,630	26,630	23.6	25.0	25.1	26.4	25.2	25.6
35-44	9,540	13,790	16,230	21,770	21,800	16,870	14.0	14.7	14.9	15.2	15.9	16.2
45-64	7,170	8,990	10,990	14,420	13,480	9,570	10.5	9.6	10.1	10.1	9.8	9.2
65 and over	2,580	3,760	4,680	4,910	4,360	2,920	3.8	4.0	4.3	3.4	3.2	2.8
All ages	68,010	93,930	109,140	143,220	137,240	103,870	100.0	100.0	100.0	100.0	100.0	100.0

(a) Excludes 'category jumping' adjustment. See the Technical Notes.

Source: Australian Demographic Statistics (3101.0)

TABLE 1.4. PERMANENT ARRIVALS (SETTLERS): COUNTRY OF BIRTH BY AGE, AUSTRALIA
YEAR ENDED 30 JUNE 1990

Country of birth	Age group (years)			Total
	0 - 14	15 - 64	65 and over	
AFRICA—				
Egypt	150	480	30	670
South Africa	820	1,540	60	2,420
Other	470	1,270	30	1,770
<i>Total Africa</i>	<i>1,440</i>	<i>3,300</i>	<i>120</i>	<i>4,860</i>
AMERICA—				
Canada	400	700	20	1,120
Chile	240	480	10	740
United States of America	590	1,270	20	1,880
Other	1,270	2,070	70	3,400
<i>Total America</i>	<i>2,490</i>	<i>4,520</i>	<i>120</i>	<i>7,140</i>
ASIA—				
China	180	2,570	310	3,070
Hong Kong	2,750	5,250	50	8,050
India	720	2,190	110	3,020
Indonesia	270	960	30	1,250
Kampuchea	40	260	10	310
Korea	430	940	10	1,380
Lebanon	480	1,720	30	2,220
Malaysia	1,770	4,560	80	6,420
Philippines	1,820	4,150	100	6,080
Singapore	490	1,060	10	1,570
Sri Lanka	540	1,600	110	2,250
Taiwan	1,080	1,950	30	3,060
Thailand	400	490	—	890
Turkey	130	740	10	880
Vietnam	2,450	8,220	490	11,160
Other	1,230	2,890	100	4,220
<i>Total Asia</i>	<i>14,790</i>	<i>39,530</i>	<i>1,490</i>	<i>55,810</i>
EUROPE—				
Germany	220	830	40	1,080
Poland	490	1,130	50	1,670
Portugal	290	650	10	960
Romania	390	720	10	1,120
United Kingdom and Ireland	7,380	17,010	1,200	25,590
U.S.S.R.	410	1,190	140	1,730
Yugoslavia	510	1,440	50	1,990
Other	920	2,930	150	4,000
<i>Total Europe</i>	<i>10,610</i>	<i>25,900</i>	<i>1,630</i>	<i>38,130</i>
OCEANIA—				
Fiji	880	1,730	20	2,630
New Zealand	2,970	7,920	290	11,180
Other	480	950	40	1,460
<i>Total Oceania</i>	<i>4,320</i>	<i>10,600</i>	<i>350</i>	<i>15,270</i>
Not stated	—	10	—	10
Total all countries	33,650	83,860	3,720	121,230

Source: Overseas Arrivals and Departures (3404.0)

Labour Force Status and Other Characteristics of Migrants

In September 1990 the civilian population aged 15 and over was estimated at 13,104,300 persons. Of these approximately 27 per cent (3,510,900) were born outside Australia. The following tables focus on that group of migrants who arrived in Australia after 1970, had obtained permanent residency status and were aged 18 or more on arrival. This group numbered 1,158,900 at September 1990 representing some 9 per cent of the civilian population aged 15 and over. In March 1987, this group of migrants represented 7 per cent of the civilian population aged 15 and over.

The proportion of this group of migrants born in Europe has been steadily decreasing, with a corresponding increase in the numbers of migrants born in Asia and Oceania.

Of the migrants in this group, 829,100 were in the labour force at September 1990. Some 748,300 were employed — 77 per cent employed full-time and 14 per cent employed part-time. The remaining migrants in this group (329,800 or 28% of the group) were not in the labour force, a proportion that is lower than that estimated for the civilian population aged 18 and over (36%).

This group of migrants have been classified to various migration categories. Some 53 per cent (615,600) were classified as principal applicants, while a further 22 per cent (255,700) arrived as the partner of a principal applicant. An estimated 160,500 (14%) were migrants from New Zealand.

Of the principal applicants:

- 267,900 (44%) were sponsored by family
- 48,400 (8%) were sponsored by an employer or other organisation
- 262,900 (43%) arrived unsponsored
- 33,800 (5%) arrived as refugees.

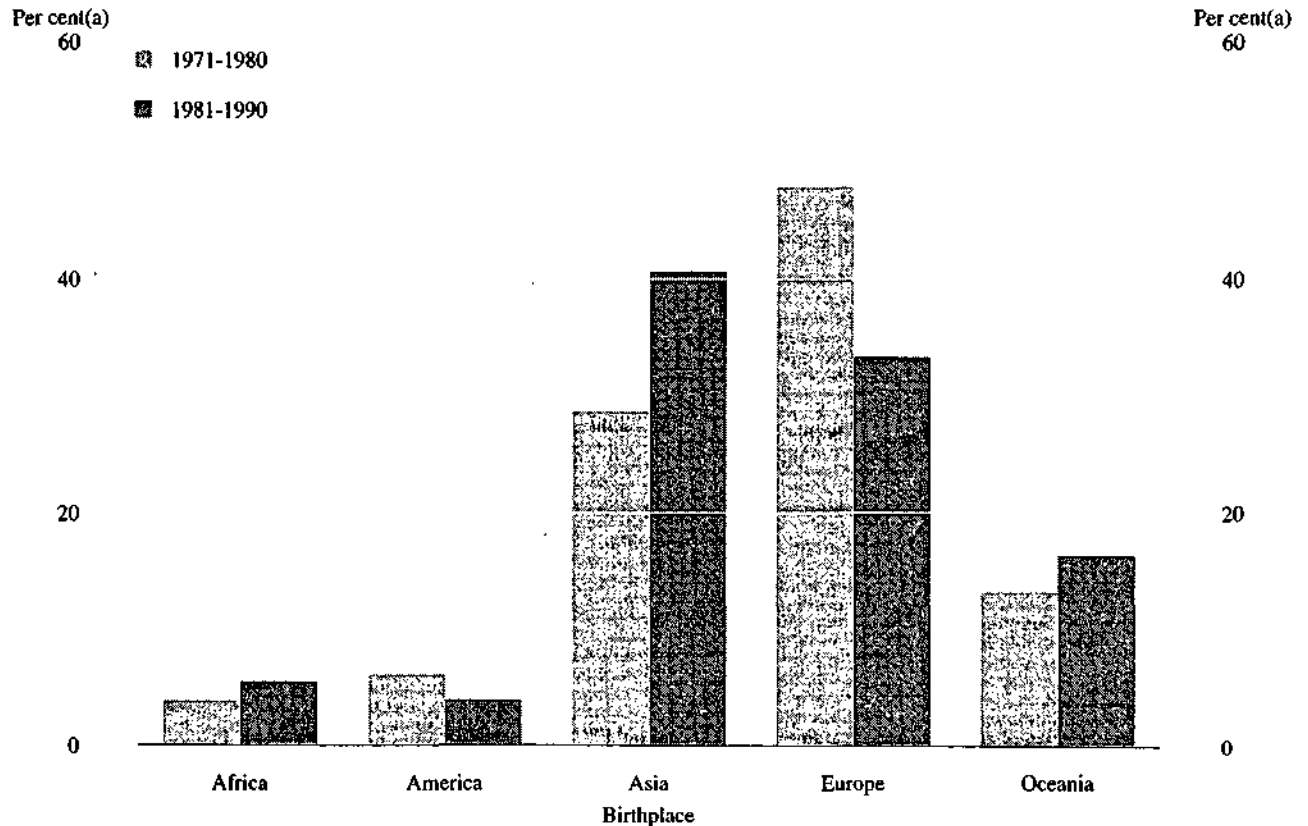
TABLE 1.5. CIVILIAN POPULATION AGED 15 AND OVER : CHARACTERISTICS OF MIGRANTS, AUSTRALIA, MARCH 1987 AND SEPTEMBER 1990

	Survey conducted in(a)							
	March 1987r (b)				September 1990			
	Males	Females —'000—	Persons	Proportion of civilian population (per cent)	Males	Females —'000—	Persons	Proportion of civilian population (per cent)
Civilian population aged 15 and over(c)—	6,018.3	6,154.3	12,172.6	100.0	6,494.4	6,609.8	13,104.3	100.0
Born in Australia	4,409.6	4,621.6	9,031.2	74.2	4,697.8	4,895.6	9,593.4	73.2
Born outside Australia	1,608.7	1,532.7	3,141.4	25.8	1,796.6	1,714.3	3,510.9	26.8
Aged 15-17 at March 1987	45.1	40.3	85.4	0.7	..	..	..	..
Aged 15-17 at September 1990	..	..	..	..	37.9	38.6	76.5	0.6
Aged less than 18 on arrival	..	..	..	..	150.6	142.8	293.6	2.2
Arrived 1970 or before	1,016.2	926.0	1,942.2	16.0	992.6	918.5	1,911.1	14.6
Arrived after 1970	547.4	566.4	1,113.8	9.2	615.6	614.1	1,229.8	9.4
Temporary residency status	21.4	16.6	38.0	0.3	43.7	27.2	70.9	0.5
Permanent residency status	526.1	549.8	1,075.9	8.8	571.9	587.0	1,158.9	8.8
Aged less than 18 on arrival	93.7	95.5	189.2	1.6	..	..	..	..
Aged 18 or more on arrival	432.4	454.3	886.7	7.3	571.9	587.0	1,158.9	8.8
Birthplace—								
Africa	24.5	25.7	50.1	0.4	27.1	29.9	57.0	0.4
America	21.5	26.7	48.0	0.4	25.4	32.6	58.1	0.4
Asia	133.8	141.7	275.4	2.3	196.7	217.6	414.2	3.2
Europe	190.6	198.5	389.1	3.2	232.6	222.8	455.4	3.5
United Kingdom and Ireland	119.7	117.9	237.6	2.0	139.7	130.1	269.8	2.1
Other countries in Europe	70.9	80.6	151.5	1.2	92.9	92.7	185.6	1.4
Oceania	62.1	61.9	124.0	1.0	90.1	84.1	174.1	1.3
New Zealand	54.2	52.3	106.6	0.9	78.2	69.4	147.5	1.1
Other countries in Oceania	7.9	9.6	17.5	0.1	11.9	14.7	26.6	0.2

(a) See the Technical Notes regarding comparability of the reference periods surveyed. (b) Prior to September 1990, the scope of the survey included persons who arrived in Australia after 1960. To enable time series comparisons, data from the March 1987 survey have been revised, see the Technical Notes. (c) Excludes institutionalised persons and boarding school pupils.

Source: *Labour Force Status and Other Characteristics of Migrants, Australia, September 1990* (6250.0)

**CHART 1.6. MIGRANTS WHO ARRIVED IN AUSTRALIA AFTER 1970
AGED 18 AND OVER: BIRTHPLACE AND PERIOD OF ARRIVAL,
AUSTRALIA, SEPTEMBER 1990**



(a) For each 'period of arrival', the percentage distribution by birthplace

Source: *Labour Force Status and Other Characteristics of Migrants, Australia, September 1990 (6250.0)*.

**TABLE 1.6. MIGRANTS WHO ARRIVED IN AUSTRALIA AFTER 1970 AGED 18 AND OVER: MIGRATION CATEGORY AND
LABOUR FORCE STATUS, AUSTRALIA, SEPTEMBER 1990**

Migration category	Employed			Unem- ployed — '000 —	Labour force	Not in labour force	Total	Unemploy- ment rate — per cent —	Partici- pation rate
	Full-time	Part-time	Total						
New Zealand(a)	107.0	16.1	123.1	9.2	132.3	28.2	160.5	7.0	82.5
Principal applicant	374.0	45.0	418.9	44.6	463.6	152.1	615.6	9.6	75.3
Refugee	20.9	* 1.8	22.7	4.2	26.9	6.9	33.8	15.5	79.6
Other	353.0	43.2	396.2	40.5	436.7	145.2	581.8	9.3	75.1
Sponsored	175.4	23.1	198.5	20.0	218.4	100.4	318.9	9.1	68.5
By family	136.4	20.1	156.5	16.7	173.1	94.8	267.9	9.6	64.6
By employer	26.7	* 1.4	28.2	* 1.1	29.2	* 2.3	31.5	* 3.7	92.8
By other organisation	10.3	* 1.5	11.8	* 2.2	14.0	* 2.9	16.9	* 16.0	82.9
Did not know	* 1.9	* 0.1	* 2.1	* 0.0	* 2.1	* 0.5	* 2.6	* 0.0	* 79.6
Unsponsored	177.6	20.1	197.7	20.5	218.2	44.7	262.9	9.4	83.0
Partner of principal applicant	91.0	38.0	128.9	17.0	145.9	109.7	255.7	11.6	57.1
Principal applicant's migration status—									
Refugee	3.8	* 1.2	5.0	* 1.0	6.0	5.3	11.4	* 17.2	52.9
Other	80.1	34.2	114.3	15.2	129.5	97.5	227.0	11.7	57.1
Arrived with spouse/partner who was principal applicant	7.0	* 2.6	9.6	* 0.8	10.4	6.9	17.3	* 7.4	59.9
Other	37.1	8.1	45.1	6.4	51.5	20.5	72.0	12.4	71.6
No application form completed	17.9	4.0	21.8	* 3.2	25.0	11.1	36.1	* 12.7	69.2
Don't know	8.6	* 1.9	10.5	* 0.3	10.7	8.3	19.0	* 2.4	56.5
Total	635.5	112.9	748.3	80.7	829.1	329.8	1,158.9	9.7	71.5

(a) Includes persons born in New Zealand and those whose place of last residence was New Zealand.

Source: *Labour Force Status and Other Characteristics of Migrants, Australia, September 1990 (6250.0)*.

Educational Attainment

The number of persons aged 15 to 69 at February 1990 was estimated at 11,798,400 of whom 4,699,000 (40%) reported having a post-school qualification; 6,534,000 (55%) reported being without post-school qualifications and the remaining 565,300 (5%) were still attending school.

Of the 4,699,000 persons with post-school qualifications 2,089,700 (44%) had a certificate or diploma; 1,557,500 (33%) had a trade qualification; 987,700 (21%) had a degree or higher qualification and 64,100 (1%) had other post-school qualifications.

The estimate of 6,534,000 persons without post-school qualifications comprises 1,535,700 (24%) who had attended the highest level of secondary school available, 4,928,700 (75%) who had left before reaching the highest level of secondary school available; 40,900 who had never attended school and 28,700 for whom secondary school qualifications could not be determined.

TABLE 1.7. CIVILIAN POPULATION AGED 15 TO 69 : AGE AND EDUCATIONAL ATTAINMENT, AUSTRALIA, FEBRUARY 1990 ('000)

	Age (years)						
Educational attainment	15-19	20-24	25-34	35-44	45-54	55-69	Total
MALES							
With post-school qualifications	25.0	243.2	749.8	744.7	487.5	464.5	2,714.8
Degree	*0.7	51.0	184.7	190.3	101.2	73.2	601.1
Trade qualification	11.6	132.6	388.7	347.5	254.9	266.7	1,402.1
Certificate or diploma	12.3	57.6	167.4	198.3	122.7	116.2	674.6
Other	*0.4	*2.0	9.1	8.6	8.6	8.4	37.1
Without post-school qualifications(a)	396.0	414.6	613.3	523.0	416.3	561.6	2,924.8
Attended highest level of secondary school available	163.2	185.3	175.5	118.7	61.7	53.3	757.7
Did not attend highest level of secondary school available	232.7	225.8	432.4	399.2	349.7	499.7	2,139.4
Left at age —							
18 and over	4.5	11.9	18.2	11.7	3.7	4.3	54.3
16 or 17	138.4	133.8	212.0	131.2	66.3	49.8	731.4
14 or 15	88.9	78.2	192.2	222.3	220.1	321.8	1,123.5
13 and under	*0.9	*2.0	10.0	34.0	59.5	123.8	230.2
Never attended school	*0.0	*1.5	*2.7	*1.9	*2.5	7.0	15.6
Still at school	283.9	*0.7	..	..	..	..	284.6
Total	705.0	658.5	1,363.1	1,267.7	903.8	1,026.1	5,924.2
FEMALES							
With post-school qualifications	56.0	252.5	607.2	535.4	285.5	247.6	1,984.2
Degree	*0.2	50.5	140.6	118.8	47.1	29.4	386.6
Trade qualification	3.5	17.9	34.5	40.0	25.7	33.8	155.5
Certificate or diploma	50.7	178.4	425.6	371.6	208.3	180.5	1,415.1
Other	*1.6	5.7	6.6	5.0	4.3	3.8	27.0
Without post-school qualifications(a)	345.3	398.8	760.2	723.9	575.2	805.9	3,609.2
Attended highest level of secondary school available	181.6	171.3	184.0	110.4	62.1	68.6	778.0
Did not attend highest level of secondary school available	163.5	224.9	569.3	605.4	506.0	720.3	2,789.4
Left at age —							
18 and over	*3.3	7.8	16.1	7.1	*2.6	*2.6	39.6
16 or 17	92.5	137.7	295.0	216.2	98.0	90.4	929.8
14 or 15	66.6	76.2	244.2	342.1	339.2	484.4	1,552.7
13 and under	*1.1	*3.3	14.0	40.0	66.2	142.9	267.3
Never attended school	*0.0	*0.3	*2.8	*2.5	4.3	15.5	25.3
Still at school	280.2	*0.5	..	..	..	..	280.7
Total	681.5	651.7	1,367.4	1,259.3	860.7	1,053.5	5,874.2

(a) Includes persons for whom attendance at a secondary school could not be determined

Source: Labour Force Status and Educational Attainment, Australia, February 1990 (6235 0)

Transition from Education to Work

The Transition from Education to Work survey conducted in May 1990 covered persons aged 15 to 64. These comprised 1,392,500 15 to 19 year olds (12%), 1,331,900 20 to 24 year olds (12%) and 8,540,600 25 to 64 year olds (76%). The respective estimate of persons in these age groups who were attending an educational institution in May 1990 were 928,500 (67%), 311,800 (23%) and 533,500 (6%).

Of the 15 to 19 year olds who were attending an educational institution in May 1990, 57.7 per cent were attending full time compared with 51.3 per cent in May 1985. The greatest increase in the proportion of the population attending, over the last five years, was for persons aged 17 (a rise of 14.9 percentage points) followed by persons aged 18 (10.3 percentage points). The lowest increase occurred for the 15 year olds (2.6 percentage points).

TABLE 1.8. PERSONS AGED 15 TO 19 : AGE, WHETHER ATTENDING AN EDUCATIONAL INSTITUTION FULL TIME AND TYPE OF INSTITUTION ATTENDING, AUSTRALIA, MAY 1985 TO MAY 1990

<i>In May</i>	<i>15</i>	<i>16</i>	<i>17</i>	<i>18</i>	<i>19</i>	<i>Total</i>
NUMBER ATTENDING SCHOOL FULL TIME ('000)						
1985	258.4	174.5	92.7	14.6	4.8	545.0
1986	265.5	177.5	98.5	15.3	4.3	561.6
1987	267.2	209.7	115.7	16.5	*3.2	612.3
1988	261.2	216.1	126.8	15.9	4.1	624.1
1989	247.3	205.7	133.0	24.1	4.6	614.7
1990	241.6	199.1	133.0	24.1	6.1	603.9
NUMBER ATTENDING TERTIARY EDUCATIONAL INSTITUTIONS FULL TIME ('000)						
1985	*3.2	10.8	19.3	47.0	39.5	119.8
1986	*2.6	12.1	25.6	57.0	46.0	143.3
1987	*2.7	13.1	28.1	52.8	49.9	146.6
1988	*3.3	12.7	27.4	59.0	57.0	159.3
1989	*2.0	8.8	28.8	72.2	68.3	180.1
1990	*2.7	9.5	31.9	78.6	76.5	199.3
NUMBER NOT ATTENDING AN EDUCATIONAL INSTITUTION FULL TIME ('000)						
1985	23.5	81.1	142.1	186.0	198.3	631.1
1986	22.6	83.7	144.1	188.8	185.8	624.9
1987	22.7	78.2	130.9	175.3	201.5	608.5
1988	22.2	64.9	135.4	189.3	195.6	607.3
1989	17.3	64.1	129.4	196.7	202.0	609.4
1990	14.4	59.3	114.8	189.2	211.7	589.3
NUMBER OF ALL PERSONS AGED 15 TO 19 ('000)						
1985	285.1	266.4	254.2	247.5	242.6	1,295.8
1986	290.7	273.3	268.2	261.0	236.6	1,329.8
1987	292.6	301.0	274.6	244.6	254.6	1,367.4
1988	286.7	293.6	289.7	264.1	256.7	1,390.7
1989	266.7	278.6	291.2	293.0	274.8	1,404.2
1990	258.7	267.9	279.7	291.9	294.3	1,392.5
PROPORTION ATTENDING AN EDUCATIONAL INSTITUTION FULL TIME (per cent)						
1985	91.8	69.5	44.1	24.9	18.2	51.3
1986	92.2	69.4	46.3	27.7	21.5	53.0
1987	92.3	74.0	52.3	28.3	20.9	55.5
1988	92.3	77.9	53.2	28.3	23.8	56.3
1989	93.5	77.0	55.6	32.9	26.5	56.6
1990	94.4	77.9	59.0	35.2	28.1	57.7

Source: Transition from Education to Work, Australia, May 1990 (6227.0).

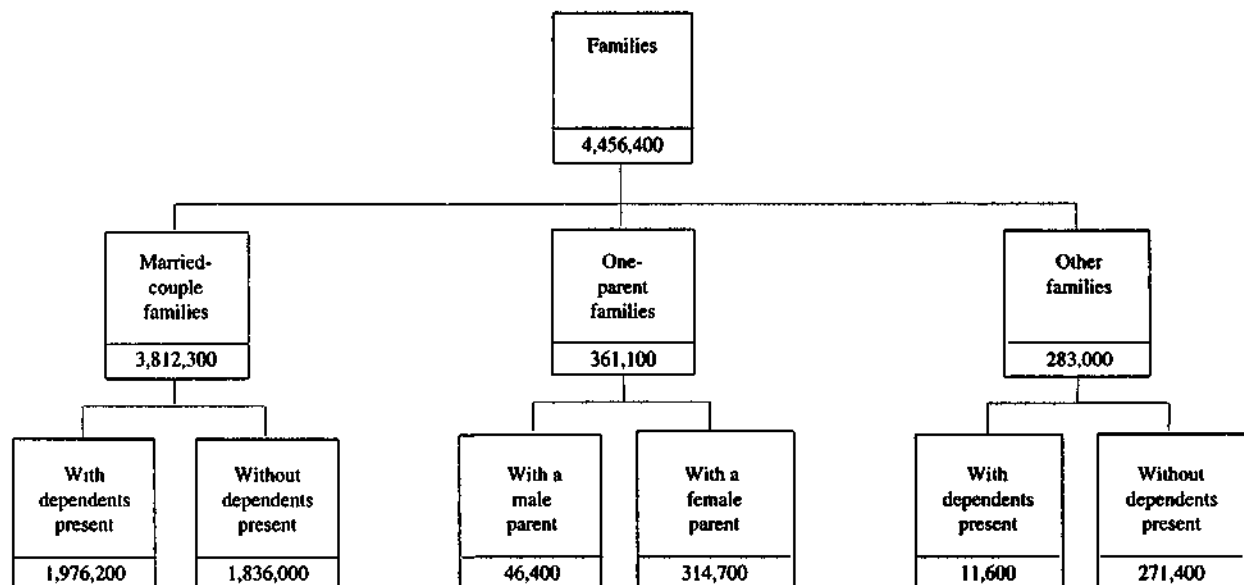
Families

In June 1990 an estimated 12,714,200 persons aged 15 years and over were usual residents of private dwellings in Australia. Of these, family status could be determined for a sub-population of 12,433,500 persons.

Within this sub-population 10,595,800 persons were members of 4,456,400 families. There were 3,812,300 *married-couple families*, 52 per cent of whom had dependents present. The number of *one-parent families* with a male parent was 46,400 and the number of *one-parent families* with a female parent was 314,700. The number of *other families* was 283,000.

Within the sub-population there were 1,837,700 persons who were not members of a family; 59 per cent of these persons lived alone.

CHART 1.7. AUSTRALIAN FAMILIES, JUNE 1990



Source: Labour Force Status and Other Characteristics of Families, Australia, June 1990 (6224.0)

CHAPTER 2

THE LABOUR FORCE

Fundamental to the measurement of employment and unemployment is the concept of the labour force. The labour force is defined broadly as those persons who, during a particular week, are either employed or unemployed. The labour force represents the total supply of labour available to the labour market during a given week.

This chapter presents some summary statistics on the civilian labour force. An important labour force measure is the participation rate, which represents the proportion of the working age population (defined to be those aged 15 and over) who are in the labour force. Analysis of the participation rates provides a basis for monitoring changes in the size and composition of labour supply, particularly in terms of age, sex and marital status. Other characteristics such as birthplace, educational attainment and family characteristics also have to be taken into account in an analysis of the labour force.

The need to reflect the dynamic structure of the labour market and the changes required to respond to evolving socio-economic conditions and policy concerns have resulted in significant modifications to the original Labour Force Survey framework that was developed in the 1960s. An ever-increasing demand to obtain information concerning underemployment and information on persons wanting to work but not defined as unemployed has led to improvements to the conceptual basis of the Australian labour force framework. The modified framework is set out schematically on the next page.

The principal source for statistics on the civilian labour force is the ABS population survey, which consists of the monthly labour force survey and associated supplementary surveys. The labour force survey collects information on the labour force status of individuals (i.e. whether they are employed, unemployed or not in the labour force) together with a range of demographic and other characteristics. It provides the basis for an analysis of underemployment and underutilisation of labour, a topic addressed in Chapter 3. The supplementary surveys cover a range of topics. For example the Survey of Labour Force Experience examines the movements into and out of the labour force over twelve months.

Members of the permanent Defence Forces are excluded from the labour force survey and therefore from discussion in the remainder of this publication. Their numbers totalled 60,300 males and 8,000 females at the end of June 1990.

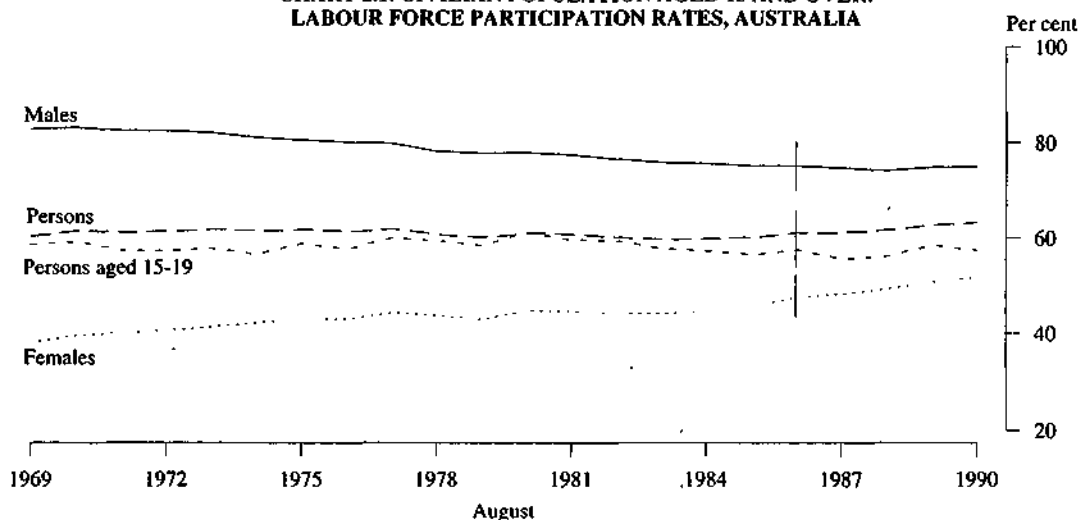
Labour force

In August 1990, of the 8,412,500 persons in the labour force, 4,921,800 were males and 3,490,700 were females.

The labour force participation rate for persons increased by 2.3 percentage points over the decade August 1980 to August 1990 to 63.3 per cent. This increase was attributable to an increase of 7.1 percentage points in the female participation rate. The labour force participation rate for males has decreased by 2.9 percentage points to 75.0 per cent.

There were large increases of 13.4 percentage points in the labour force participation rate for females in both the 35 to 44 and the 45 to 54 age groups, to 72.1 and 61.0 per cent respectively. The participation rate for females aged 25 to 34 increased by 12.3 percentage points respectively over the decade, the participation rates for both males and females in the 15 to 19 and the 65 and over age groups fell.

CHART 2.1. CIVILIAN POPULATION AGED 15 AND OVER:
LABOUR FORCE PARTICIPATION RATES, AUSTRALIA



Indicates break in series. Estimates from August 1986 are based on a revised definition introduced in April 1986. See the Technical Notes for further information. Source: *The Labour Force, Australia* (6203 0).

THE AUSTRALIAN LABOUR FORCE FRAMEWORK

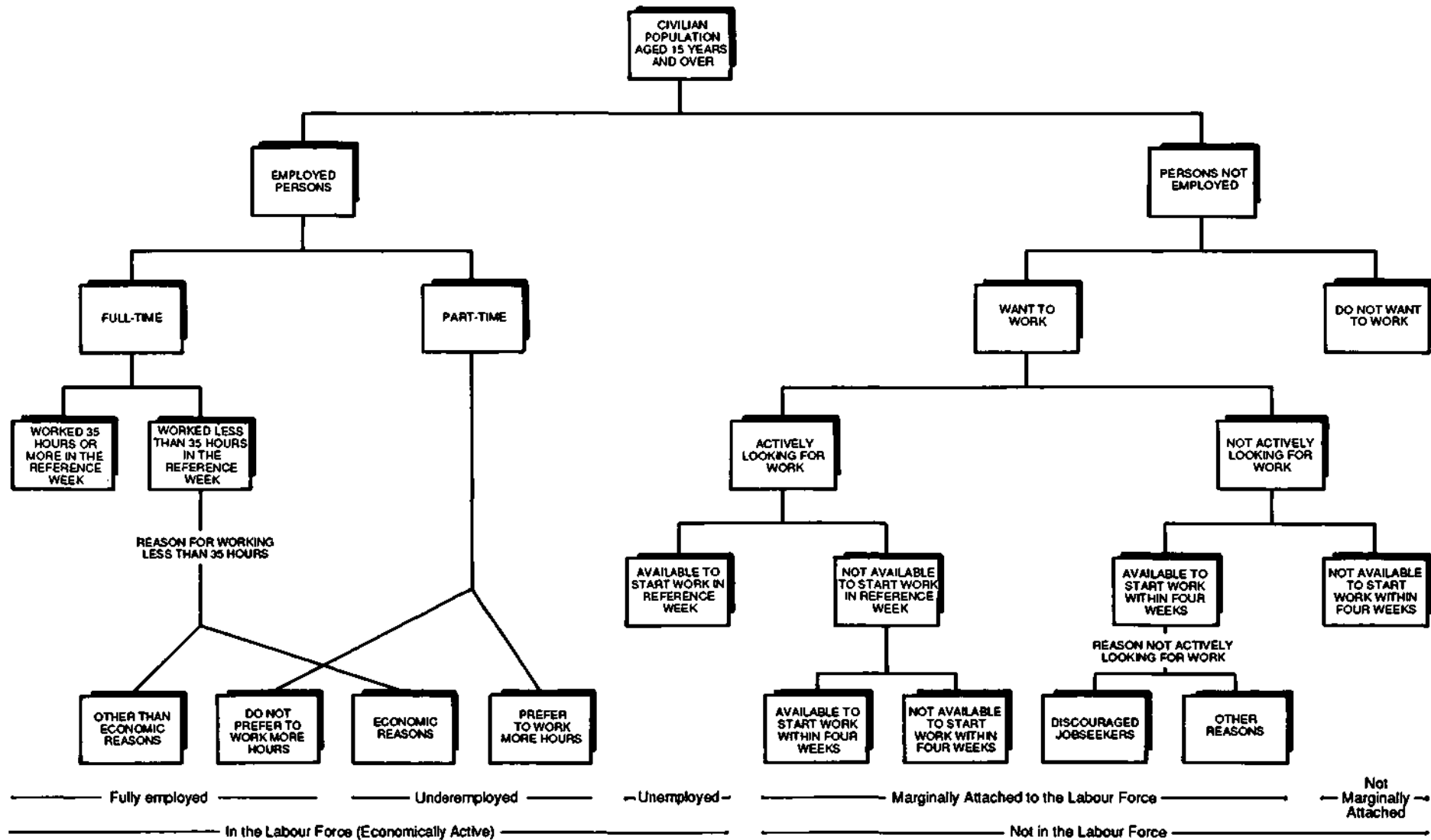


TABLE 2.1. CIVILIAN POPULATION AGED 15 AND OVER : LABOUR FORCE STATUS, AUSTRALIA, AUGUST 1970 TO AUGUST 1990

August	Employed		Unemployed		Total —'000—	Labour force	Not in labour force	Civilian population aged 15 and over	Un- employ- ment rate —per cent—	Partici- pation rate
	Full-time workers	Total	Looking for full-time work	Looking for part-time work						
MALES										
1970	3,533.4	3,647.7	33.4	*	36.7	3,684.4	749.0	4,433.4	1.0	83.0
1971	3,600.4	3,712.7	39.9	*	43.8	3,756.5	799.6	4,556.1	1.2	82.5
1972	3,632.3	3,757.7	67.7	7.0	74.8	3,832.5	813.8	4,646.2	2.0	82.5
1973	3,697.5	3,839.6	38.3	13.0	51.3	3,891.0	847.9	4,738.8	1.3	82.1
1974	3,710.9	3,847.1	60.0	7.9	67.9	3,914.9	920.5	4,835.4	1.7	81.0
1975	3,668.4	3,820.6	122.5	16.3	138.8	3,959.4	956.6	4,916.0	3.5	80.5
1976	3,665.6	3,836.3	142.7	13.9	156.6	3,992.9	1,000.1	4,993.0	3.9	80.0
1977	3,682.6	3,866.8	168.5	21.6	190.1	4,056.9	1,024.9	5,081.8	4.7	79.8
1978	3,642.5	3,850.9	207.9	14.3	222.2	4,073.1	1,137.7	5,210.8	5.5	78.2
1979	3,715.9	3,921.2	184.0	13.5	197.5	4,118.7	1,177.6	5,296.3	4.8	77.8
1980	3,773.8	3,982.8	193.9	15.7	209.6	4,192.4	1,193.2	5,385.6	5.0	77.9
1981	3,835.6	4,057.9	187.8	12.7	200.5	4,258.4	1,236.6	5,494.9	4.7	77.5
1982	3,782.5	4,024.3	250.4	21.3	271.7	4,296.0	1,314.6	5,610.6	6.3	76.6
1983	3,663.4	3,903.6	409.5	20.2	429.7	4,333.3	1,379.2	5,712.5	9.9	75.9
1984	3,772.5	4,018.0	358.6	22.6	381.2	4,399.2	1,418.8	5,818.0	8.7	75.6
1985	3,856.7	4,111.1	325.4	23.7	349.1	4,460.2	1,469.5	5,929.8	7.8	75.2
1986(a)	3,922.3	4,202.6	320.9	28.3	349.3	4,551.9	1,509.4	6,061.2	7.7	75.1
1987	3,960.0	4,277.1	317.2	29.8	347.1	4,624.2	1,565.4	6,189.6	7.5	74.7
1988	4,076.4	4,382.1	279.9	25.8	305.7	4,687.8	1,633.9	6,321.7	6.5	74.2
1989	4,217.5	4,571.9	230.7	30.0	260.7	4,832.6	1,619.7	6,452.3	5.4	74.9
1990	4,218.5	4,583.8	305.1	32.8	338.0	4,921.8	1,641.1	6,562.8	6.9	75.0
FEMALES										
1970	1,292.5	1,747.8	24.5	17.0	41.5	1,789.3	2,728.1	4,517.5	2.3	39.6
1971	1,339.2	1,803.0	30.2	18.7	48.9	1,851.9	2,783.1	4,635.0	2.6	40.0
1972	1,356.1	1,852.1	43.4	25.9	69.3	1,921.4	2,811.6	4,733.0	3.6	40.6
1973	1,395.4	1,943.3	28.8	25.6	54.5	1,997.8	2,826.8	4,824.6	2.7	41.4
1974	1,416.9	2,008.1	45.8	27.2	73.1	2,081.2	2,851.8	4,933.0	3.5	42.2
1975	1,378.5	2,020.8	93.0	46.6	139.7	2,160.3	2,859.6	5,019.9	6.5	43.0
1976	1,371.3	2,061.5	94.1	42.0	136.1	2,197.6	2,909.8	5,107.4	6.2	43.0
1977	1,411.9	2,128.6	114.8	54.4	169.2	2,297.8	2,904.3	5,202.1	7.4	44.2
1978	1,402.9	2,154.4	126.5	49.6	176.1	2,330.5	3,029.1	5,359.7	7.6	43.5
1979	1,397.2	2,157.4	131.8	48.1	179.9	2,337.4	3,117.0	5,454.4	7.7	42.9
1980	1,477.3	2,298.5	140.7	44.2	184.9	2,483.4	3,071.7	5,555.1	7.4	44.7
1981	1,501.5	2,335.8	135.9	44.2	180.1	2,515.9	3,154.6	5,670.5	7.2	44.4
1982	1,503.4	2,355.0	137.2	52.5	189.7	2,544.7	3,242.8	5,787.5	7.5	44.0
1983	1,486.9	2,337.4	197.9	59.3	257.1	2,594.6	3,299.1	5,893.7	9.9	44.0
1984	1,546.3	2,448.1	165.0	57.9	222.8	2,671.0	3,319.9	5,990.9	8.3	44.6
1985	1,607.3	2,564.5	162.7	60.9	223.6	2,788.1	3,313.6	6,101.6	8.0	45.7
1986(a)	1,686.5	2,716.0	170.9	77.5	248.4	2,964.4	3,266.3	6,230.6	8.4	47.6
1987	1,711.1	2,815.2	177.8	77.1	255.0	3,070.2	3,291.4	6,361.6	8.3	48.3
1988	1,798.1	2,971.3	165.5	67.4	233.0	3,204.2	3,288.6	6,492.9	7.3	49.4
1989	1,891.5	3,155.7	139.4	69.3	208.7	3,364.4	3,258.7	6,623.1	6.2	50.8
1990	1,941.3	3,241.2	173.2	76.3	249.5	3,490.7	3,242.7	6,733.4	7.1	51.8
PERSONS										
1970	4,825.9	5,395.6	57.9	20.3	78.2	5,473.8	3,477.1	8,950.9	1.4	61.2
1971	4,939.6	5,515.7	70.1	22.6	92.7	5,608.4	3,582.7	9,191.1	1.7	61.0
1972	4,988.4	5,609.9	111.1	32.9	144.0	5,753.9	3,625.3	9,379.2	2.5	61.3
1973	5,092.9	5,783.0	67.2	38.6	105.8	5,888.7	3,674.7	9,563.4	1.8	61.6
1974	5,127.8	5,855.2	105.8	35.1	140.9	5,996.1	3,772.3	9,768.4	2.4	61.4
1975	5,046.8	5,841.3	215.5	62.9	278.4	6,119.7	3,816.2	9,935.9	4.6	61.6
1976	5,036.9	5,897.8	236.8	55.9	292.7	6,190.5	3,909.8	10,100.4	4.7	61.3
1977	5,049.6	5,995.4	283.3	76.0	359.3	6,354.7	3,929.2	10,283.9	5.7	61.8
1978	5,045.3	6,005.4	334.4	63.9	398.3	6,403.7	4,166.8	10,570.5	6.2	60.6
1979	5,113.1	6,078.5	315.8	61.7	377.5	6,456.0	4,294.6	10,750.7	5.9	60.1
1980	5,251.1	6,281.4	334.6	59.9	394.5	6,675.9	4,264.9	10,940.7	5.9	61.0
1981	5,337.1	6,393.7	323.7	56.9	380.6	6,774.3	4,391.2	11,165.5	5.6	60.7
1982	5,285.9	6,379.3	387.6	73.8	461.4	6,840.7	4,557.4	11,398.1	6.7	60.0
1983	5,150.3	6,241.1	607.4	79.5	686.8	6,927.9	4,678.3	11,606.2	9.9	59.7
1984	5,318.8	6,466.1	523.5	80.5	604.0	7,070.1	4,738.7	11,808.8	8.5	59.9
1985	5,464.0	6,675.6	488.0	84.7	572.7	7,248.3	4,783.1	12,031.4	7.9	60.2
1986(a)	5,608.8	6,918.6	491.8	105.8	597.6	7,516.2	4,775.7	12,291.9	8.0	61.1
1987	5,671.1	7,092.3	495.1	107.0	602.0	7,694.4	4,856.8	12,551.2	7.8	61.3
1988	5,874.6	7,353.4	445.4	93.3	538.7	7,892.1	4,922.5	12,814.5	6.8	61.6
1989	6,108.9	7,727.6	370.1	99.3	469.4	8,197.0	4,878.5	13,075.4	5.7	62.7
1990	6,159.8	7,825.0	478.3	109.4	587.4	8,412.5	4,883.7	13,296.2	7.0	63.3

(a) Estimates from August 1986 are based on a revised definition introduced in April 1986. See the Technical Notes for further information.

Source: The Labour Force, Australia (6203.0).

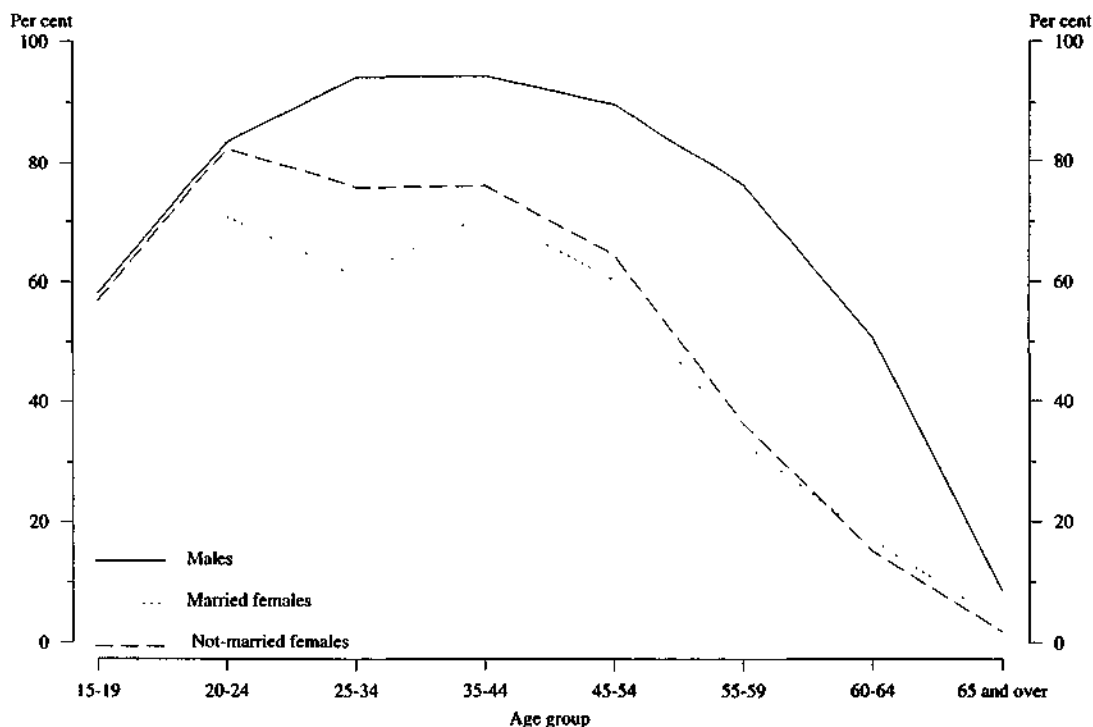
TABLE 2.2. LABOUR FORCE PARTICIPATION RATES BY AGE, AUSTRALIA, AUGUST 1980 TO AUGUST 1990
(per cent)

	Age group								
August	15-19	20-24	25-34	35-44	45-54	55-59	60-64	65 and over	Total
MALES									
1980	62.8	90.5	95.5	95.9	91.4	83.3	50.2	11.1	77.9
1981	61.8	91.3	95.3	95.2	91.3	81.1	51.2	10.6	77.5
1982	62.4	89.3	94.9	95.1	90.0	79.1	47.7	9.2	76.6
1983	58.2	89.6	95.4	95.0	90.4	78.2	42.8	8.6	75.9
1984	59.0	89.4	95.1	94.7	90.0	76.7	43.4	9.0	75.6
1985	57.7	89.7	94.5	94.8	90.0	76.4	42.6	8.9	75.2
1986(a)	58.5	89.1	94.8	94.4	90.0	75.7	45.1	8.4	75.1
1987	57.4	89.4	94.6	94.4	89.5	74.5	44.7	8.5	74.7
1988	56.4	90.1	93.7	94.2	87.3	73.6	47.2	8.4	74.2
1989	59.6	89.2	94.8	93.3	88.7	74.9	49.8	8.5	74.9
1990	58.1	88.7	94.2	94.3	89.6	76.0	50.6	8.5	75.0
FEMALES									
1980	59.2	71.1	52.8	58.7	47.6	29.1	13.5	2.9	44.7
1981	57.1	70.7	52.9	58.1	49.0	29.8	12.0	2.6	44.4
1982	56.1	70.0	53.6	58.0	49.5	26.0	9.1	2.5	44.0
1983	57.0	70.8	52.8	58.0	48.5	28.3	12.1	2.1	44.0
1984	55.6	71.8	54.9	58.7	50.1	27.6	11.5	2.5	44.6
1985	56.0	73.6	57.6	61.4	50.2	27.1	11.2	2.0	45.7
1986(a)	56.6	74.6	60.1	64.7	54.4	28.7	12.7	1.9	47.6
1987	53.6	75.6	61.9	65.8	55.3	30.4	13.2	2.6	48.3
1988	56.0	75.8	62.0	68.2	57.0	31.4	14.5	2.5	49.4
1989	57.1	77.4	65.0	69.8	59.3	32.1	13.6	2.2	50.8
1990	56.8	78.8	65.1	72.1	61.0	33.8	16.3	2.3	51.8
PERSONS									
1980	61.1	80.8	74.2	77.6	70.0	56.0	31.0	6.4	61.0
1981	59.5	81.0	74.2	76.9	70.6	55.4	30.7	5.9	60.7
1982	59.3	79.6	74.3	76.9	70.2	52.5	27.9	5.3	60.0
1983	57.6	80.2	74.1	76.8	69.9	53.4	26.9	4.8	59.7
1984	57.3	80.6	74.9	77.0	70.5	52.5	27.0	5.2	59.9
1985	56.9	81.7	76.0	78.4	70.6	52.1	26.5	4.9	60.2
1986(a)	57.6	81.9	77.4	79.7	72.7	52.6	28.6	4.7	61.1
1987	55.6	82.6	78.2	80.3	72.8	52.8	28.6	5.1	61.3
1988	56.2	83.0	77.9	81.3	72.5	52.8	30.6	5.0	61.6
1989	58.4	83.4	79.9	81.7	74.4	53.8	31.6	4.9	62.7
1990	57.4	83.8	79.7	83.3	75.7	55.2	33.4	4.9	63.3

(a) Estimates from August 1986 are based on a revised definition introduced in April 1986. See the Technical Notes for further information.

Source: *The Labour Force, Australia* (6203.0).

**CHART 2.3. CIVILIAN POPULATION AGED 15 AND OVER:
LABOUR FORCE PARTICIPATION RATES, AUSTRALIA, AUGUST 1990**



Source: *The Labour Force, Australia* (6203.0).

TABLE 2.3. LABOUR FORCE STATUS OF THE CIVILIAN POPULATION AGED 15 AND OVER:
STATES AND TERRITORIES, AUGUST 1990

STATES AND TERRITORIES, AUGUST 1990

State or Territory	Employed		Unemployed		Total	Labour force	Not in labour force	Civilian population aged 15 and over	Unemployment rate — per cent —	Participation rate
	Full-time workers	Total	Looking for full-time work	Looking for part-time work — '000 —						
MALES										
New South Wales	1,414.3	1,535.2	94.8	11.0	105.8	1,641.0	592.1	2,233.1	6.4	73.5
Victoria	1,102.8	1,200.2	65.9	7.7	73.6	1,273.8	413.3	1,687.0	5.8	75.5
Queensland	715.4	777.6	60.2	6.9	67.2	844.7	270.4	1,115.2	7.9	75.8
South Australia	351.1	384.1	31.7	2.6	34.3	418.5	143.4	561.9	8.2	74.5
Western Australia	413.8	448.1	35.0	2.6	37.6	485.7	145.5	631.2	7.7	76.9
Tasmania	108.3	116.8	12.4	* 0.5	12.9	129.6	43.1	172.8	9.9	75.0
Northern Territory	39.1	41.3	2.2	* 0.6	2.8	44.2	13.1	57.3	6.4	77.1
Australian Capital Territory	73.8	80.5	2.9	* 0.8	3.8	84.3	20.1	104.4	4.5	80.7
Australia	4,218.5	4,583.8	305.1	32.8	338.0	4,921.8	1,641.1	6,562.8	6.9	75.0
FEMALES										
New South Wales	666.0	1,065.7	48.7	23.7	72.4	1,138.1	1,165.9	2,303.9	6.4	49.4
Victoria	537.4	872.9	45.2	19.9	65.2	938.1	809.8	1,747.9	6.9	53.7
Queensland	311.8	544.2	36.4	13.8	50.2	594.4	540.4	1,134.8	8.4	52.4
South Australia	147.2	273.8	15.8	7.8	23.7	297.4	280.9	578.3	8.0	51.4
Western Australia	170.9	311.9	18.2	7.1	25.2	337.1	291.8	628.9	7.5	53.6
Tasmania	43.3	78.5	4.8	2.0	6.8	85.3	93.3	178.5	8.0	47.8
Northern Territory	19.5	28.3	* 1.8	* 0.6	2.5	30.8	22.6	53.4	8.0	57.7
Australian Capital Territory	45.1	66.0	2.3	* 1.3	3.6	69.6	38.1	107.6	5.1	64.6
Australia	1,941.3	3,241.2	173.1	76.3	249.5	3,490.7	3,242.7	6,733.4	7.1	51.8
PERSONS										
New South Wales	2,080.4	2,600.9	143.6	34.6	178.2	2,779.1	1,757.9	4,537.0	6.4	61.3
Victoria	1,640.1	2,073.1	111.1	27.6	138.8	2,211.8	1,223.0	3,434.9	6.3	64.4
Queensland	1,027.2	1,321.8	96.6	20.8	117.3	1,439.1	810.8	2,250.0	8.2	64.0
South Australia	498.3	657.9	47.5	10.5	58.0	715.9	424.3	1,140.2	8.1	62.8
Western Australia	584.7	760.0	53.2	9.7	62.9	822.8	437.3	1,260.1	7.6	65.3
Tasmania	151.6	195.2	17.1	2.6	19.7	214.9	136.4	351.3	9.2	61.2
Northern Territory	58.6	69.7	4.0	* 1.3	5.3	75.0	35.7	110.7	7.0	67.7
Australian Capital Territory	119.0	146.5	5.2	2.1	7.3	153.8	58.2	212.0	4.8	72.6
Australia	6,159.8	7,825.0	478.3	109.1	587.4	8,412.5	4,883.7	13,296.2	7.0	63.3

Source: The Labour Force, Australia (6203.0)

TABLE 2.4. CIVILIAN LABOUR FORCE BY LABOUR FORCE STATUS AND BIRTHPLACE, AUSTRALIA, AUGUST 1990

	Employed		Unemployed		Labour force	Unemployment rate — per cent —	Participation rate
	Full-time workers	Total	Looking for full-time work — '000 —	Total			
Born in Australia	4,505.4	5,816.8	338.2	420.7	6,237.6	6.7	65.2
Born outside Australia	1,654.4	2,008.2	140.1	166.7	2,174.9	7.7	61.8
Africa	58.5	71.3	3.6	4.6	75.9	6.0	63.5
America	62.6	76.9	3.8	4.6	81.5	5.6	69.7
Asia	323.6	386.3	46.5	53.9	440.2	12.3	60.1
India	27.3	34.3	* 2.3	* 3.0	37.3	* 8.1	64.3
Lebanon	23.1	27.3	7.6	8.7	36.0	24.2	50.5
Malaysia	29.2	37.7	* 1.2	* 1.8	39.5	* 4.6	67.6
Vietnam	43.2	46.0	10.1	10.4	56.5	18.5	64.1
Europe	1,041.7	1,271.5	71.0	84.8	1,356.2	6.3	59.9
Germany	53.5	66.7	* 3.2	4.0	70.7	5.6	62.0
Greece	68.6	78.5	* 3.3	3.8	82.3	4.6	57.9
Italy	123.4	146.1	5.2	6.0	152.2	4.0	52.2
Malta	23.3	27.3	* 1.2	* 1.4	28.7	* 4.9	57.9
Netherlands	42.3	56.8	* 2.0	* 2.9	59.7	* 4.9	63.0
Poland	21.6	24.8	3.8	4.2	28.9	14.5	39.9
U.K. and Ireland	535.7	663.3	33.1	40.0	703.3	5.7	62.8
Yugoslavia	83.8	95.1	9.4	10.6	105.7	10.0	65.3
Oceania	168.0	202.2	15.2	18.9	221.1	8.5	77.1
New Zealand	142.3	170.2	11.3	13.8	184.1	7.5	78.7

Source: The Labour Force, Australia (6203.0).

Labour Force Status and other Characteristics of Migrants

An estimated 39 per cent of persons who migrated to Australia in the period 1971-1990 (and were aged 18 and over on arrival) last resided in Europe. A further 33 per cent of migrants who arrived in this period last resided in Asia.

Persons whose country of last residence was in Asia, had the highest unemployment rate of 12.8 per cent, followed by those whose country of last residence was in Europe and America (9.2% and 8.2% respectively). Persons who last resided in Oceania had the lowest unemployment rate at 7.1 per cent.

Persons whose country of last residence was New Zealand had the highest participation rate (81.7%), with males recording 92.4 per cent and females 69.7 per cent, while those who last resided in Asia recorded the lowest participation rate at 64.9 per cent (81.0% for males and 50.4% for females).

TABLE 2.5. MIGRANTS WHO ARRIVED IN AUSTRALIA AFTER 1970 AGED 18 AND OVER: LABOUR FORCE STATUS AND COUNTRY OF LAST RESIDENCE, AUSTRALIA, SEPTEMBER 1990
(^{'000})

Labour force status	Africa	America	Asia	Europe		Total	Oceania		Total	Total
				United Kingdom and Ireland	Other countries in Europe		New Zealand	Other countries in Oceania		
MALES										
				— '000 —						
Labour force	24.9	30.4	148.2	116.7	78.2	194.9	82.4	11.0	93.3	491.7
Employed	23.1	27.7	128.0	109.8	66.2	176.0	77.8	9.9	87.7	442.6
Full-time	22.1	25.9	119.3	106.0	63.5	169.5	74.7	9.6	84.4	421.2
Part-time	* 1.0	* 1.8	8.6	3.8	* 2.7	6.5	* 3.1	* 0.3	* 3.4	21.4
Unemployed	* 1.8	* 2.6	20.3	6.9	12.0	18.8	4.5	* 1.1	5.6	49.2
Not in the labour force	3.5	3.5	34.8	18.9	11.7	30.6	6.7	* 1.0	7.8	80.2
Total	28.4	33.8	183.1	135.5	89.9	225.5	89.1	12.0	101.1	571.9
				— per cent —						
Unemployment rate	* 7.3	* 8.6	13.7	5.9	15.3	9.7	5.5	* 9.7	6.0	10.0
Participation rate	87.7	89.8	81.0	86.1	86.9	86.4	92.4	91.4	92.3	86.0
FEMALES										
				— '000 —						
Labour force	16.5	22.7	102.9	81.8	48.3	130.1	55.7	9.4	65.2	337.3
Employed	15.0	21.0	91.1	76.9	42.2	119.1	50.8	8.7	59.5	305.8
Full-time	10.5	14.6	71.2	47.1	27.5	74.6	36.2	7.2	43.4	214.3
Part-time	4.6	6.3	20.0	29.8	14.7	44.5	14.6	* 1.5	16.1	91.5
Unemployed	* 1.5	* 1.7	11.7	4.9	6.1	11.0	5.0	* 0.7	5.7	31.6
Not in the labour force	12.8	15.3	101.3	49.6	41.4	91.0	24.2	5.1	29.3	249.6
Total	29.3	38.0	204.1	131.4	89.7	221.1	80.0	14.5	94.5	587.0
				— per cent —						
Unemployment rate	* 8.9	* 7.6	11.4	6.0	12.6	8.4	8.9	* 7.5	8.7	9.4
Participation rate	56.4	59.7	50.4	62.2	53.8	58.8	69.7	64.9	69.0	57.5
PERSONS										
				— '000 —						
Labour force	41.4	53.1	251.1	198.5	126.5	325.0	138.1	20.4	158.5	829.1
Employed	38.1	48.7	219.1	186.7	108.4	295.1	128.6	18.6	147.2	748.3
Full-time	32.5	40.6	190.5	153.1	91.0	244.1	111.0	16.8	127.7	635.5
Part-time	5.6	8.1	28.6	33.6	17.4	51.1	17.7	* 1.8	19.5	112.9
Unemployed	* 3.3	4.3	32.0	11.8	18.0	29.8	9.5	* 1.8	11.2	80.7
Not in the labour force	16.3	18.8	136.1	68.5	53.1	121.6	31.0	6.1	37.1	329.8
Total	57.7	71.8	387.2	267.0	179.6	446.6	169.1	26.5	195.6	1,158.9
				— per cent —						
Unemployment rate	* 8.0	8.2	12.8	5.9	14.3	9.2	6.9	* 8.7	7.1	9.7
Participation rate	71.8	73.9	64.9	74.4	70.4	72.8	81.7	76.9	81.0	71.5

Source: Labour Force Status and Other Characteristics of Migrants, Australia, September 1990 (6250.0).

Labour Force Experience

An estimated 9,058,600 persons aged between 15 and 69 years participated in the labour force at some time during the twelve months ending March 1990. The proportion of persons participating in the labour force has increased from 73 per cent in 1985 to 77 per cent in 1990.

Over this period, participation by males in the labour force has remained steady at around 86 per cent. Males aged between 20 and 54 years recorded participation rates over 90 per cent from 1985 onwards. For females, the 20-24 year age group recorded the highest participation rate, in each of the past six surveys. The participation rate for married females has grown steadily since 1985, with the proportion of married females participating in the labour force increasing from 55 per cent in 1985 to 65 per cent in 1990.

For all age groups, the participation rate for married males was higher than the participation rate for males who were not married. Married females aged between 35 and 44 recorded the largest participation rate increase, rising from 68 per cent in 1985 to 80 per cent in 1990.

Of the 8,656,600 persons who had worked at some time during the year ending March 1990, 5,788,000 persons (67%) had worked for the full 52 weeks.

During the year ending March 1990, 1,459,900 persons looked for work at some time. Of these, 160,800 persons (11%) looked for work for the whole 52 weeks.

The number of persons not in the labour force at some time during the year was 5,335,300, with 2,748,600 persons (52%) not in the labour force for the whole year. Females made up 65 per cent of persons not in the labour force at some time during the year.

TABLE 2.6. CIVILIAN POPULATION AGED 15 TO 69 : PROPORTION WHO PARTICIPATED IN THE LABOUR FORCE AT SOME TIME DURING THE PREVIOUS TWELVE MONTH PERIOD(a) AND AGE, AUSTRALIA, FEBRUARY 1985 TO MARCH 1990 (per cent)

Survey conducted in—	Age group								Total
	15-19	20-24	25-34	35-44	45-54	55-59	60-64	65-69(b)	
MALES									
February—									
1985	72.3	95.9	97.6	96.9	92.7	82.1	53.4	18.6	r86.1
1986	74.0	97.0	97.6	96.9	92.6	83.4	51.1	18.6	r85.8
1987	74.7	96.7	98.0	96.6	92.1	83.6	52.8	19.5	r86.3
1988	70.1	95.6	97.3	96.4	90.8	81.2	54.5	16.3	r85.5
1989	73.9	96.1	97.2	96.7	92.1	79.8	57.7	17.0	r85.8
March—									
1990	75.4	95.8	97.5	96.5	92.4	80.3	57.7	19.2	86.2
FEMALES									
February—									
1985	72.0	82.4	68.4	69.3	57.9	33.6	15.6	5.6	r60.0
1986	72.8	84.5	71.1	71.9	58.7	35.8	16.3	6.6	r61.5
1987	73.4	85.2	72.1	72.6	61.8	37.1	17.5	6.9	r63.1
1988	68.5	86.4	73.1	73.8	61.8	35.1	15.9	6.6	r63.0
1989	73.9	86.4	74.6	76.4	64.7	39.4	19.0	5.9	r65.2
March—									
1990	73.4	86.5	78.0	80.5	66.8	38.5	18.7	5.8	67.1
PERSONS									
February—									
1985	72.1	89.2	83.0	83.3	75.6	58.0	34.0	11.7	r73.1
1986	73.4	90.7	84.3	84.5	76.0	59.8	33.4	12.1	r73.7
1987	74.1	91.0	85.0	84.7	77.3	60.5	34.9	12.8	r74.7
1988	69.3	91.0	85.2	85.2	76.6	58.3	35.0	11.1	r74.3
1989	73.9	91.3	85.9	86.6	78.7	59.9	38.1	11.2	r75.6
March—									
1990	74.4	91.1	87.8	88.5	79.9	59.7	38.1	12.2	76.7

(a) Persons who participated in the labour force at some time during the previous twelve month period as a proportion of all persons in each group. (b) Prior to March 1990, the scope of the survey included persons aged 70 years and over. To enable time series comparisons, proportions from 1985 to 1989 have been calculated with persons aged 70 years and over excluded.

Source. *Labour Force Experience, Australia, During the Year Ending March 1990 (6206 0)*

TABLE 2.7. CIVILIAN POPULATION AGED 15 TO 69 : LABOUR FORCE EXPERIENCE DURING THE YEAR ENDING MARCH 1990 AND MARITAL STATUS, AUSTRALIA ('000)

	Married			Not-married			Total		
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons
<i>Not in labour force at any time during the preceding year</i>	456.8	1,302.0	1,758.9	360.5	629.2	989.8	817.4	1,931.3	2,748.6
<i>In the labour force at some time during the preceding year</i>	3,184.6	2,389.0	5,573.6	1,926.8	1,558.1	3,484.9	5,111.4	3,947.1	9,058.6
<i>Time in the labour force during the preceding year (weeks)—</i>									
1 and under 4	9.4	57.8	67.2	41.4	45.5	86.9	50.8	103.3	154.1
4 and under 13	24.1	131.3	155.4	122.7	125.3	248.0	146.8	256.6	403.4
13 and under 26	32.8	119.1	152.0	90.3	107.5	197.9	123.1	226.7	349.8
26 and under 39	55.4	161.3	216.7	90.5	90.6	181.1	145.9	251.9	397.8
39 and under 49	175.9	294.1	470.0	161.9	150.6	312.4	337.8	444.6	782.4
49 and under 52	151.3	156.5	307.8	97.2	94.1	191.4	248.5	250.6	499.1
52 and over	2,735.7	1,468.9	4,204.6	1,322.8	944.5	2,267.3	4,058.5	2,413.4	6,471.9
<i>Worked at some time during the preceding year</i>	3,121.5	2,288.1	5,409.6	1,814.1	1,432.9	3,247.0	4,935.6	3,721.1	8,656.6
<i>Time worked during the preceding year (weeks)—</i>									
1 and under 4	11.7	42.6	54.2	39.0	37.6	76.6	50.6	80.2	130.8
4 and under 13	36.2	116.8	153.0	131.3	115.0	246.3	167.5	231.8	399.3
13 and under 26	53.9	121.8	175.7	97.0	98.9	195.9	150.9	220.7	371.6
26 and under 39	89.3	173.5	262.8	128.6	114.8	243.4	217.9	288.3	506.2
39 and under 49	240.5	311.8	552.3	227.6	183.8	411.4	468.1	495.6	963.7
49 and under 52	161.1	151.2	312.3	96.8	87.9	184.7	257.8	239.1	497.0
52 and over	2,528.8	1,370.4	3,899.2	1,093.8	795.0	1,888.8	3,622.6	2,165.3	5,788.0
<i>Full-time/part-time status of weeks worked—</i>									
All were full-time	2,872.0	1,104.0	3,976.0	1,403.0	863.8	2,266.8	4,275.0	1,967.8	6,242.8
All were part-time	108.0	950.5	1,058.5	240.5	400.5	641.0	348.5	1,351.0	1,699.5
More full-time than part-time	110.9	133.5	244.4	104.4	102.2	206.6	215.3	235.7	451.0
More part-time than full-time	30.5	100.2	130.7	66.2	66.5	132.6	96.7	166.6	263.3
<i>Number of jobs held during the preceding year(a)—</i>									
One	2,726.6	2,002.7	4,729.2	1,390.6	1,097.0	2,487.6	4,117.1	3,099.7	7,216.8
Two	305.0	235.6	540.7	293.9	240.4	534.3	598.9	476.0	1,075.0
Three	61.1	39.8	100.9	83.2	61.4	144.6	144.3	101.2	245.5
Four or more	30.2	15.4	45.6	48.2	36.7	84.9	78.4	52.1	130.5
<i>Looked for work at some time during the preceding year</i>	303.4	293.9	597.3	467.9	394.7	862.6	771.3	688.6	1,459.9
<i>Number of spells of looking for work during the preceding year—</i>									
One	240.3	230.3	470.6	357.3	315.8	673.1	597.7	546.1	1,143.7
Two	26.1	24.7	50.8	51.0	37.0	88.0	77.0	61.7	138.7
Three	14.8	12.6	27.4	27.4	18.9	46.4	42.2	31.6	73.8
Four or more	20.6	19.4	40.1	28.5	20.1	48.7	49.2	39.5	88.7
Could not be determined	*1.6	7.0	8.5	3.7	*2.8	6.5	5.2	9.8	15.0
Total	3,641.4	3,691.1	7,332.5	2,287.4	2,187.3	4,474.7	5,928.8	5,878.4	11,807.2

(a) Excludes second jobs of multiple jobholders.

Source: Labour Force Experience, Australia, During the Year Ending March 1990 (6206.0).

Transition from Education to Work

In May 1990, 2,277,200 persons were identified as having attended an educational institution in the previous year (1989) — 1,333,400 attended full time and 943,800 attended part time.

Of those who attended full time in 1989, 359,600 had left full-time education by May 1990. Just over 78 per cent (281,400) of this group were employed in May 1990, while 15 per cent (52,300) were unemployed and 7 per cent (26,000) were not in the labour force.

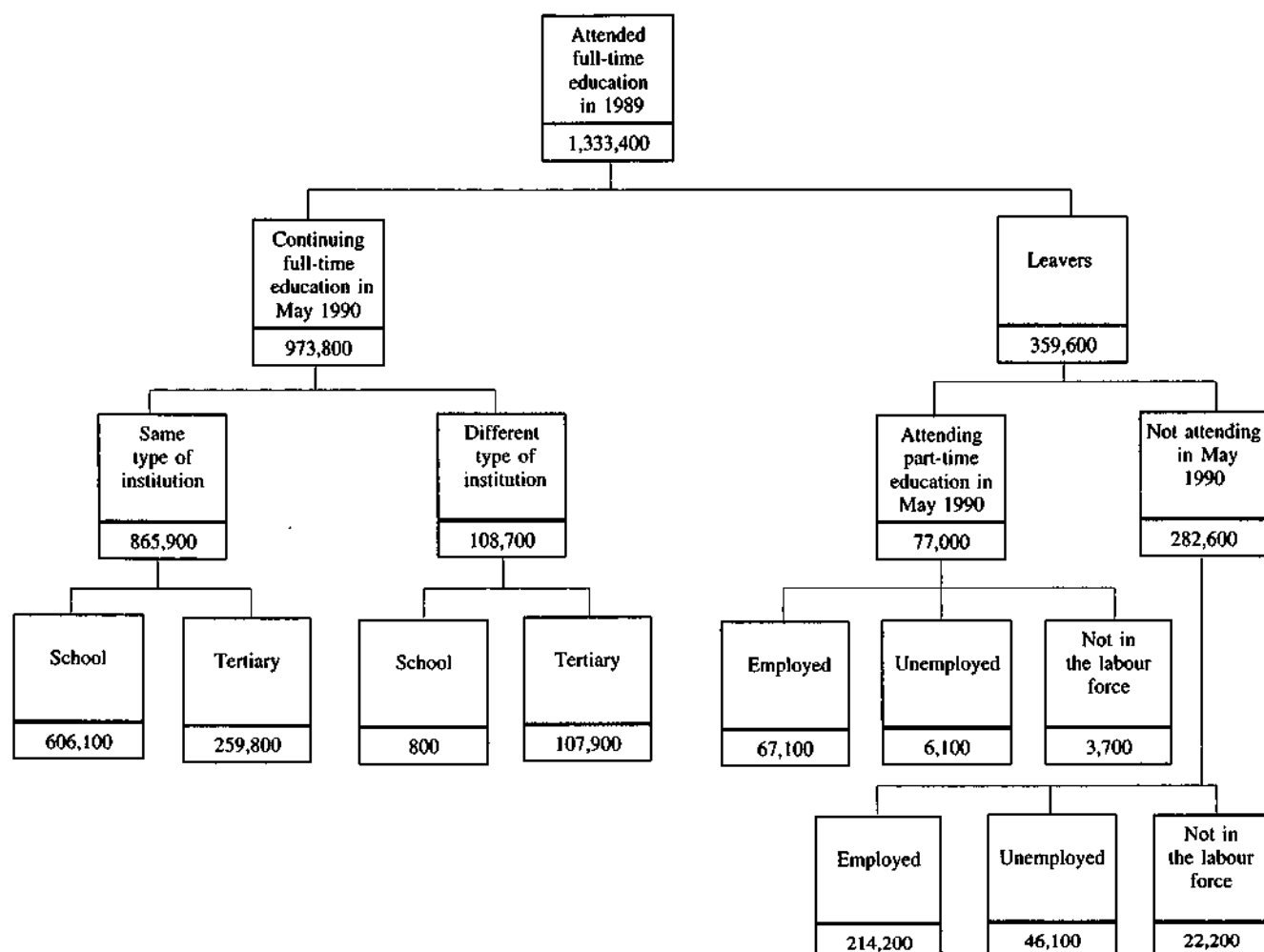
Of those who attended an educational institution part time in 1989, 41 per cent (385,100) continued part-time study, 3 per cent (27,600) were attending full time in May 1990 and 56 per cent (531,100) were not attending an educational institution at all in May 1990.

TABLE 2.8. CIVILIAN POPULATION AGED 15 TO 64 : AGE, WHETHER ATTENDED AN EDUCATIONAL INSTITUTION AND TYPE OF ATTENDANCE IN PREVIOUS YEAR, WHETHER ATTENDING FULL-TIME EDUCATION AND LABOUR FORCE STATUS, AUSTRALIA, MAY 1985 TO MAY 1990
(^{'000})

	1985	1986	1987	1988	1989	1990
AGED 15 TO 24						
Attended an educational institution in previous year	1,304.6	1,328.3	1,369.7	1,423.7	1,483.0	1,510.2
Attended full time in previous year	1,047.2	1,088.7	1,161.9	1,261.9	1,196.5	1,219.6
Attending full-time education in May	743.2	778.3	837.4	870.8	907.2	928.3
Leavers	304.0	310.4	287.6	291.0	289.3	291.4
Employed	230.9	237.0	216.0	232.0	234.0	230.5
Full-time workers	200.7	206.2	182.0	196.1	199.9	186.2
Part-time workers	30.2	30.8	34.0	35.9	34.1	44.2
Unemployed	58.6	55.7	53.9	42.6	38.3	44.7
Not in labour force	14.6	17.6	17.6	16.4	17.0	16.2
Attended part time in previous year	257.5	239.6	244.7	261.7	286.5	290.5
Attending an educational institution in May	133.8	123.5	133.6	144.6	147.6	152.4
Full time	6.7	10.1	12.3	12.5	12.3	15.6
Part time	127.1	113.4	121.3	132.3	135.3	136.8
Not attending an educational institution in May	123.7	116.2	111.1	117.1	138.9	138.1
Did not attend an educational institution in previous year	1,289.1	1,302.7	1,301.4	1,271.6	1,233.8	1,214.2
Total	2,593.7	2,631.0	2,671.0	2,695.2	2,716.8	2,724.4
AGED 25 TO 64						
Attended an educational institution in previous year	592.6	667.7	653.1	703.2	725.3	767.1
Attended full time in previous year	67.8	74.7	76.0	92.5	91.8	113.8
Attending full-time education in May	26.5	28.7	34.3	42.5	45.5	45.6
Leavers	41.3	46.0	41.6	50.0	46.3	68.2
Employed	33.2	36.2	31.6	36.5	35.2	50.9
Full-time workers	27.4	29.7	25.6	26.9	29.8	43.1
Part-time workers	5.9	6.5	6.1	9.6	5.3	7.8
Unemployed	4.1	4.3	5.1	7.0	4.7	7.6
Not in labour force	4.1	5.5	4.9	6.5	6.4	9.7
Attended part time in previous year	524.8	593.0	577.1	610.7	633.5	653.2
Attending an educational institution in May	220.7	244.1	246.3	253.3	273.8	260.3
Full time	9.2	7.8	9.3	7.9	12.7	12.0
Part time	211.5	236.2	237.0	245.4	261.1	248.3
Not attending an educational institution in May	304.0	348.9	330.8	357.4	359.7	393.0
Did not attend an educational institution in previous year	7,051.6	7,128.3	7,328.3	7,464.7	7,651.1	7,773.5
Total	7,644.2	7,796.0	7,981.3	8,167.9	8,376.3	8,540.6
TOTAL						
Attended an educational institution in previous year	1,897.1	1,995.9	2,022.7	2,126.8	2,208.2	2,277.2
Attended full time in previous year	1,114.9	1,163.3	1,200.9	1,254.4	1,288.2	1,333.4
Attending full-time education in May	796.6	807.0	871.7	913.3	952.6	973.8
Leavers	345.3	356.3	329.2	341.1	335.6	359.6
Employed	264.1	273.3	247.7	268.5	269.2	281.4
Full-time workers	228.1	235.9	207.6	223.0	229.7	229.3
Part-time workers	36.0	37.4	40.1	45.5	39.5	52.0
Unemployed	62.6	60.0	59.1	49.7	43.0	52.3
Not in labour force	18.6	23.1	22.4	22.9	23.4	26.0
Attended part time in previous year	782.2	832.6	821.8	872.4	920.0	943.8
Attending an educational institution in May	354.4	367.5	379.9	398.0	421.4	412.7
Full time	15.8	17.8	21.6	20.3	25.0	27.6
Part time	338.6	349.7	358.3	377.7	396.4	385.1
Not attending an educational institution in May	427.8	465.1	442.0	474.5	498.6	531.1
Did not attend an educational institution in previous year	8,340.7	8,431.1	8,629.7	8,736.3	8,884.9	8,987.7
Total	10,237.9	10,427.0	10,652.4	10,863.1	11,093.1	11,265.0

Source. *Transition from Education to Work, Australia, May 1990* (6227.0).

**CHART 2.4. PERSONS WHO ATTENDED AN EDUCATIONAL INSTITUTION FULL TIME IN 1989:
SELECTED EDUCATIONAL AND LABOUR FORCE CHARACTERISTICS, AUSTRALIA, MAY 1990**



Source: Transition from Education to Work, Australia, May 1990 (6227.0).

**TABLE 2.9. LEAVERS AGED 15 TO 64 : TYPE OF EDUCATIONAL INSTITUTION ATTENDED FULL TIME
IN PREVIOUS YEAR AND LABOUR FORCE STATUS, AUSTRALIA, MAY 1985 TO MAY 1990**

	1985	1986	1987	1988	1989	1990
— '000 —						
Attended school full time in previous year	199.1	212.2	194.5	194.6	198.1	172.9
Labour force	190.2	198.8	181.4	183.2	184.7	162.8
Employed	152.2	157.4	141.1	148.6	158.2	136.2
Unemployed	38.0	41.4	40.3	34.7	26.4	26.7
Not in labour force	8.9	13.4	13.2	11.3	13.5	10.1
— per cent —						
Unemployment rate	20.0	20.8	22.2	18.9	14.3	16.4
Participation rate	95.5	93.7	93.2	94.2	93.2	94.2
— '000 —						
Attended tertiary full time in previous year	146.1	144.2	134.7	146.5	137.5	186.7
Labour force	136.5	134.5	125.4	134.9	127.5	170.8
Employed	111.9	115.8	106.6	119.9	110.9	145.2
Unemployed	24.5	18.7	18.8	15.0	16.6	25.6
Not in the labour force	9.7	9.7	9.3	11.6	9.9	15.9
— per cent —						
Unemployment rate	18.0	13.9	15.0	11.1	13.0	15.0
Participation rate	93.4	93.3	93.1	92.1	92.8	91.5
— '000 —						
Total	345.3	356.3	329.2	341.1	335.6	359.6

Source: Transition from Education to Work, Australia, May 1990 (6227.0).

TABLE 2.10. PERSONS AGED 15 TO 24 WHO ATTENDED SCHOOL IN 1989 BUT WERE NOT ATTENDING SCHOOL IN MAY 1990 : LABOUR FORCE STATUS, WHETHER ATTENDING A TERTIARY INSTITUTION, TYPE OF ATTENDANCE AND TYPE OF SCHOOL LAST ATTENDED, AUSTRALIA, MAY 1990

Type of school last attended	Employed			Unem- ployed — '000 —	Labour force	Not in labour force	Total	Unem- ployment rate — per cent —	Partici- pation rate
	Full time	Part time	Total						
ATTENDING TERTIARY FULL TIME									
Males									
Government	*1.3	8.4	9.7	*1.5	11.1	17.7	28.9	*13.4	38.6
Non-government	*0.5	7.7	8.2	*2.0	10.2	9.2	19.4	*20.0	52.5
Total (a)	*2.0	16.0	18.0	3.8	21.8	27.2	49.1	17.6	44.5
Females									
Government	*0.3	11.6	11.9	*3.2	15.1	18.1	33.1	*21.1	45.5
Non-government	*0.0	9.6	9.6	*2.3	11.9	13.0	24.8	*19.4	47.8
Total (a)	*0.3	21.7	22.0	5.7	27.7	31.6	59.3	20.7	46.7
Persons									
Government	*1.6	20.0	21.5	4.7	26.2	35.8	62.0	17.8	42.3
Non-government	*0.5	17.3	17.8	4.3	22.1	22.2	44.3	19.7	49.9
Total (a)	*2.2	37.7	40.0	9.6	49.5	58.8	108.3	19.3	45.7
ATTENDING TERTIARY PART TIME									
Males									
Government	17.4	*2.8	20.2	*0.5	20.7	*0.4	21.1	*2.6	98.0
Non-government	5.4	*1.2	6.6	*0.1	6.7	*0.0	6.7	*1.9	100.0
Total (a)	23.3	4.0	27.3	*0.7	27.9	*0.4	28.3	*2.4	98.5
Females									
Government	6.9	*3.2	10.1	*0.3	10.4	*0.4	10.8	*3.2	96.4
Non-government	*1.8	*0.2	*2.0	*0.0	*2.0	*0.0	*2.0	*0.0	*100.0
Total (a)	8.7	*3.4	12.0	*0.3	12.4	*0.4	12.8	*2.7	97.0
Persons									
Government	24.2	6.0	30.2	*0.9	31.1	*0.8	31.9	*2.8	97.5
Non-government	7.2	*1.4	8.6	*0.1	8.7	*0.0	8.7	*1.4	100.0
Total (a)	31.9	7.4	39.3	*1.0	40.3	*0.8	41.1	*2.5	98.0
NOT ATTENDING TERTIARY									
Males									
Government	36.8	8.0	44.8	13.2	58.0	3.5	61.5	22.7	94.3
Non-government	8.2	*0.6	8.8	*1.4	10.2	*0.4	10.7	*13.8	96.2
Total (a)	46.3	9.1	55.4	14.6	70.1	4.2	74.3	20.9	94.3
Females									
Government	29.7	9.5	39.3	10.5	49.8	4.7	54.5	21.1	91.3
Non-government	6.6	*1.5	8.2	*2.5	10.6	*1.1	11.7	*23.2	91.0
Total (a)	36.8	11.5	48.2	13.1	61.3	6.4	67.8	21.4	90.5
Persons									
Government	66.6	17.5	84.1	23.7	107.8	8.2	116.0	22.0	92.9
Non-government	14.8	*2.2	17.0	3.9	20.9	*1.5	22.3	18.6	93.5
Total (a)	83.1	20.6	103.7	27.7	131.4	10.6	142.0	21.1	92.5
TOTAL									
Males									
Government	55.5	19.2	74.7	15.2	89.8	21.7	111.5	16.9	80.6
Non-government	14.1	9.5	23.6	3.6	27.2	9.6	36.8	13.2	73.8
Total (a)	71.5	29.2	100.7	19.1	119.8	31.8	151.7	16.0	79.0
Females									
Government	36.8	24.4	61.2	14.0	75.2	23.2	98.4	18.7	76.4
Non-government	8.5	11.3	19.7	4.8	24.5	14.0	38.5	19.4	63.6
Total (a)	45.7	36.5	82.2	19.2	101.4	38.4	139.8	18.9	72.5
Persons									
Government	92.3	43.5	135.9	29.2	165.1	44.8	209.9	17.7	78.6
Non-government	22.5	20.8	43.3	8.3	51.7	23.7	75.3	16.1	68.6
Total (a)	117.2	65.7	182.9	38.3	221.2	70.3	291.5	17.3	75.9

(a) Includes persons who were not asked the type of school they last attended.

Source: Transition from Education to Work, Australia, May 1990 (6227.0).

Educational Attainment

In February 1990 there were an estimated 8,305,800 persons aged 15 to 69 in the labour force, of whom 3,837,100 (46%) had post-school qualifications, 4,288,400 (52%) were without post-school qualifications and 180,300 (2%) were still at school. Persons in the labour force with a post-school qualification comprised 1,612,800 (42%) with a certificate or diploma, 1,302,200 (34%) with a trade qualification, 871,900 (23%) with a degree and 50,200 (1%) with other post-school qualifications.

TABLE 2.11. CIVILIAN POPULATION AGED 15 TO 69 : LABOUR FORCE STATUS AND EDUCATIONAL ATTAINMENT, AUSTRALIA, FEBRUARY 1990

	Employed			Unem- ployed	Labour force	Not in labour force	Total	Unem- ployment rate	Partic- ipation rate
	Full time	Part time	Total						
<i>Educational attainment</i>	— '000 —						— per cent —		
MALES									
With post-school qualifications	2,213.9	97.6	2,311.5	83.8	2,395.2	319.6	2,714.8	3.5	88.2
Degree	507.2	28.3	535.4	19.6	555.1	46.0	601.1	3.5	92.3
Trade qualification	1,130.5	38.0	1,168.5	39.8	1,208.3	193.7	1,402.1	3.3	86.2
Certificate or diploma	547.7	30.3	578.0	23.0	600.9	73.7	674.6	3.8	89.1
Other	28.5	*1.0	29.5	*1.4	30.9	6.2	37.1	*4.5	83.3
Without post-school qualifications(a)	2,004.7	170.5	2,175.2	203.1	2,378.4	546.4	2,924.8	8.5	81.3
Attended highest level of secondary school available	516.1	79.1	595.2	47.6	642.8	114.9	757.7	7.4	84.8
Did not attend highest level of secondary school available	1,474.2	89.4	1,563.6	153.5	1,717.1	422.2	2,139.4	8.9	80.3
Left at age —									
18 and over	38.1	4.4	42.5	5.3	47.8	6.5	54.3	11.1	88.1
16 or 17	581.1	28.4	609.5	57.6	667.2	64.3	731.4	8.6	91.2
14 or 15	744.7	47.6	792.3	79.5	871.8	251.7	1,123.5	9.1	77.6
13 and under	110.4	8.9	119.3	11.1	130.4	99.8	230.2	8.5	56.7
Never attended school	5.8	*1.5	7.3	*0.6	7.9	7.7	15.6	*7.7	50.8
Still at school	*1.4	61.1	62.5	16.2	78.7	205.9	284.6	20.6	27.6
<i>Total</i>	<i>4,220.0</i>	<i>329.2</i>	<i>4,549.2</i>	<i>303.1</i>	<i>4,852.3</i>	<i>1,071.9</i>	<i>5,924.2</i>	<i>6.2</i>	<i>81.9</i>
FEMALES									
With post-school qualifications	904.3	453.1	1,357.4	84.5	1,441.9	542.3	1,984.2	5.9	72.7
Degree	224.5	74.4	299.0	17.9	316.9	69.7	386.6	5.7	82.0
Trade qualification	54.5	32.9	87.4	6.5	93.9	61.6	155.5	6.9	60.4
Certificate or diploma	614.3	340.0	954.3	57.5	1,011.9	403.3	1,415.1	5.7	71.5
Other	11.0	5.8	16.7	*2.6	19.3	7.7	27.0	*13.4	71.5
Without post-school qualifications(a)	1,036.3	699.4	1,735.7	174.3	1,910.0	1,699.2	3,609.2	9.1	52.9
Attended highest level of secondary school available	305.6	167.2	472.9	49.0	521.9	256.1	778.0	9.4	67.1
Did not attend highest level of secondary school available	722.8	527.5	1,250.3	123.6	1,373.9	1,415.4	2,789.4	9.0	49.3
Left at age —									
18 and over	15.1	8.1	23.1	*3.2	26.3	13.3	39.6	*12.0	66.4
16 or 17	326.2	200.7	526.8	52.6	579.4	350.4	929.8	9.1	62.3
14 or 15	340.2	293.3	633.5	62.3	695.8	856.9	1,552.7	8.9	44.8
13 and under	41.4	25.4	66.8	5.6	72.4	194.8	267.3	7.8	27.1
Never attended school	*1.3	*0.6	*1.9	*0.6	*2.5	22.8	25.3	*24.6	*9.9
Still at school	*0.3	81.4	81.7	19.9	101.6	179.1	280.7	19.6	36.2
<i>Total</i>	<i>1,940.9</i>	<i>1,233.9</i>	<i>3,174.8</i>	<i>278.7</i>	<i>3,453.6</i>	<i>2,420.6</i>	<i>5,874.2</i>	<i>8.1</i>	<i>58.8</i>
PERSONS									
With post-school qualifications	3,118.2	550.7	3,668.9	168.3	3,837.1	861.9	4,699.0	4.4	81.7
Degree	731.7	102.7	834.4	37.5	871.9	115.8	987.7	4.3	88.3
Trade qualification	1,185.0	70.9	1,255.9	46.3	1,302.2	255.3	1,557.5	3.6	83.6
Certificate or diploma	1,162.0	370.3	1,532.3	80.5	1,612.8	476.9	2,089.7	5.0	77.2
Other	39.5	6.8	46.2	4.0	50.2	13.9	64.1	7.9	78.3
Without post-school qualifications(a)	3,041.0	869.9	3,911.0	377.4	4,288.4	2,245.6	6,534.0	8.8	65.6
Attended highest level of secondary school available	821.7	246.4	1,068.1	96.6	1,164.7	371.0	1,535.7	8.3	75.8
Did not attend highest level of secondary school available	2,197.1	616.9	2,813.9	277.2	3,091.1	1,837.6	4,928.7	9.0	62.7
Left at age —									
18 and over	53.1	12.5	65.6	8.5	74.1	19.8	93.9	11.4	78.9
16 or 17	907.2	229.1	1,136.4	110.2	1,246.6	414.7	1,661.3	8.8	75.0
14 or 15	1,084.9	340.9	1,425.8	141.7	1,567.6	1,108.6	2,676.1	9.0	58.6
13 and under	151.8	34.3	186.1	16.8	202.8	294.6	497.4	8.3	40.8
Never attended school	7.1	*2.1	9.2	*1.2	10.4	30.5	40.9	*11.8	25.5
Still at school	*1.8	142.4	144.2	36.1	180.3	385.0	565.3	20.0	31.9
<i>Total</i>	<i>6,161.0</i>	<i>1,563.0</i>	<i>7,724.0</i>	<i>581.8</i>	<i>8,305.8</i>	<i>3,492.5</i>	<i>11,798.4</i>	<i>7.0</i>	<i>70.4</i>

(a) Includes persons for whom attendance at a secondary school could not be determined

Source: Labour Force Status and Educational Attainment, Australia, February 1990 (6235.0).



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Families

In June 1990, 81 per cent of *married-couple families* had at least one partner in the labour force, 56 per cent of *one-parent families* had the parent in the labour force while 44 per cent of family heads of *other families* were in the labour force.

Of the 78 per cent of *married-couple families* where at least one partner was employed, almost 32 per cent had both partners employed full time. Of those *married-couple families* with both partners employed, 59 per cent had dependents present. About 30 per cent of *married-couple families* had only one partner employed. In 91 per cent of these families the employed person was the husband.

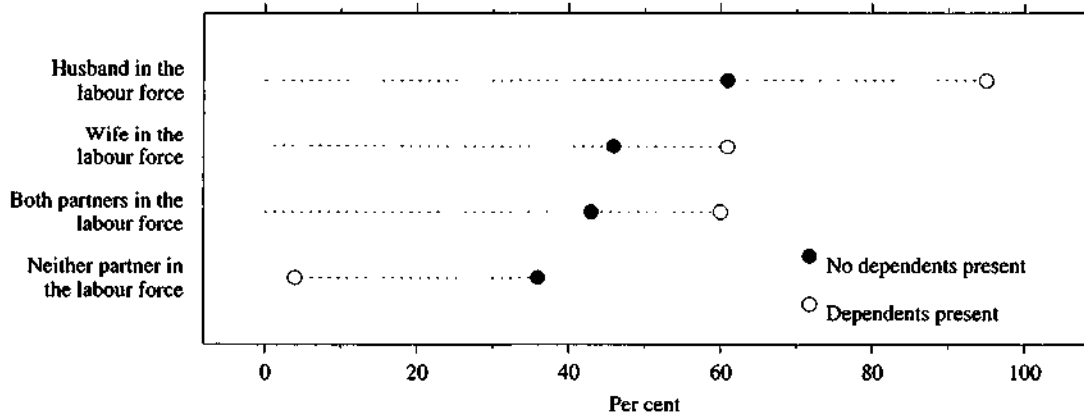
Almost 5 per cent of *married-couple families* had at least one partner unemployed. Of these families 50 per cent had one partner employed, and of these 86 per cent were employed full time.

In about 49 per cent of *one-parent families*, the parent was employed. Some 87 per cent of *one-parent families* had a female parent while 13 per cent had a male parent. Approximately 75 per cent of male parents of *one-parent families* were employed, compared with 45 per cent of female parents of *one-parent families*. The percentage of *one-parent families* with the parent employed was greater where the parent was a male irrespective of the age of youngest dependent.

Of the 7 per cent of parents of *one-parent families* who were unemployed, 94 per cent were females. Where the parent was female, the percentage of *one-parent families* with the parent unemployed decreased as the age of the youngest dependent increased.

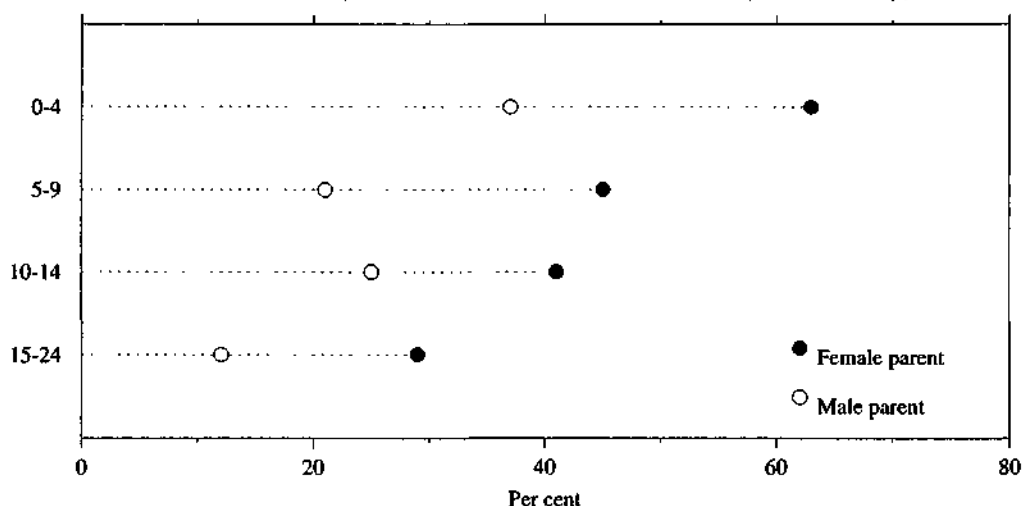
For *other families*, 40 per cent of family heads were employed and only 4 per cent were unemployed.

CHART 2.5. PERCENTAGE OF MARRIED-COUPLE FAMILIES (WITH OR WITHOUT DEPENDENTS PRESENT) BY LABOUR FORCE STATUS OF HUSBAND AND WIFE, AUSTRALIA, JUNE 1990



Source: Labour Force Status and Other Characteristics of Families, Australia, June 1990 (6224.0).

CHART 2.6. PERCENTAGE OF ONE-PARENT FAMILIES WITH THE PARENT NOT IN THE LABOUR FORCE, BY AGE OF YOUNGEST DEPENDENT, AUSTRALIA, JUNE 1990



Source: Labour Force Status and Other Characteristics of Families, Australia, June 1990 (6224.0).

TABLE 2.12. FAMILY STATUS AND LABOUR FORCE STATUS OF PERSONS AGED 15 AND OVER(a)
AUSTRALIA, JUNE 1990

	<u>Employed</u>		<u>Unemployed</u>							
	<u>Full-time</u>	<u>Part-time</u>		<u>Looking for</u>						
	<u>workers</u>	<u>workers</u>	<u>Total</u>	<u>full-time</u>	<u>Total</u>	<u>Labour</u>	<u>Not in</u>	<u>Civilian</u>	<u>Unemployment</u>	<u>Participation</u>
				<u>work</u>	<u>—'000—</u>	<u>force</u>	<u>labour</u>	<u>population</u>	<u>rate</u>	<u>rate</u>
							<u>force</u>	<u>aged 15</u>	<u>—per</u>	<u>cent—</u>
							<u>and over</u>			
MALES										
Member of a family	3,555.7	296.9	3,852.6	206.0	228.7	4,081.3	1,212.6	5,293.8	5.6	77.1
Husband	2,817.3	135.7	2,953.0	107.4	110.9	3,063.9	818.8	3,882.7	3.6	78.9
With dependents present	1,793.2	53.9	1,847.1	71.7	73.2	1,920.4	105.8	2,026.1	3.8	94.8
Without dependents present	1,024.1	81.8	1,105.9	35.7	37.7	1,143.6	713.1	1,856.6	3.3	61.6
Sole parent	32.5	* 2.5	34.9	* 1.3	* 1.6	36.5	10.2	46.6	* 4.2	78.2
Other family head	42.1	4.6	46.6	4.1	4.2	50.8	28.8	79.6	8.2	63.9
Full-time student aged 15-24(b)	6.8	108.0	114.8	3.5	19.1	133.9	267.0	400.9	14.3	33.4
Other child(c) of married couple or family head	611.5	42.2	653.7	82.4	85.2	738.9	55.3	794.1	11.5	93.0
Other relative of married couple or family head	45.5	4.0	49.5	7.2	7.8	57.3	32.6	89.9	13.6	63.7
Not a member of a family	551.6	54.4	606.1	44.6	48.4	654.4	216.1	870.6	7.4	75.2
Living alone	246.2	21.9	268.0	19.4	20.9	288.9	157.7	446.7	7.2	64.7
Not living alone	305.5	32.6	338.1	25.2	27.5	365.5	58.4	423.9	7.5	86.2
Total	4,107.4	351.3	4,458.7	250.6	277.1	4,735.7	1,428.7	6,164.4	5.9	76.8
FEMALES										
Member of a family	1,520.4	1,189.5	2,709.8	128.1	194.9	2,904.7	2,397.3	5,302.0	6.7	54.8
Wife	1,013.4	910.9	1,924.4	56.8	95.8	2,020.2	1,742.5	3,762.6	4.7	53.7
With dependents present	487.4	640.3	1,127.7	35.3	66.1	1,193.8	752.0	1,945.8	5.5	61.4
Without dependents present	526.1	270.6	796.7	21.5	29.7	826.4	990.5	1,816.9	3.6	45.5
Sole parent	82.0	60.1	142.0	14.3	22.1	164.1	149.9	314.1	13.5	52.3
Other family head	47.9	18.2	66.1	5.1	6.7	72.8	128.0	200.9	9.2	36.3
Full-time student aged 15-24(b)	* 2.5	149.1	151.5	* 2.2	17.6	169.2	246.4	415.5	10.4	40.7
Other child(c) of married couple or family head	350.0	45.5	395.5	43.6	46.1	441.6	41.2	482.8	10.4	91.5
Other relative of married couple or family head	24.6	5.6	30.3	6.0	6.6	36.9	89.2	126.1	17.9	29.2
Not a member of a family	329.2	81.0	410.1	28.6	34.3	444.4	522.7	967.1	7.7	46.0
Living alone	137.5	34.4	171.9	10.6	12.3	184.2	462.2	646.3	6.7	28.5
Not living alone	191.7	46.6	238.2	18.0	22.0	260.2	60.5	320.8	8.5	81.1
Total	1,849.5	1,270.4	3,120.0	156.7	229.2	3,349.1	2,920.0	6,269.1	6.8	53.4
PERSONS										
Member of a family	5,076.1	1,486.3	6,562.4	334.1	423.6	6,986.0	3,609.8	10,595.8	6.1	65.9
Husband or wife	3,830.8	1,046.6	4,877.4	164.2	206.7	5,084.1	2,561.3	7,645.4	4.1	66.5
With dependents present	2,280.6	694.3	2,974.8	107.0	139.3	3,114.1	857.7	3,971.9	4.5	78.4
Without dependents present	1,550.2	352.3	1,902.5	57.2	67.4	1,969.9	1,703.6	3,673.5	3.4	53.6
Sole parent	114.4	62.6	177.0	15.6	23.6	200.6	160.1	360.7	11.8	55.6
Other family head	90.0	22.8	112.7	9.2	10.9	123.6	156.8	280.4	8.8	44.1
Full-time student aged 15-24(b)	9.3	257.1	266.4	5.7	36.7	303.1	513.3	816.4	12.1	37.1
Other child(c) of married couple or family head	961.5	87.7	1,049.1	126.1	131.3	1,180.4	96.5	1,276.9	11.1	92.4
Other relative of married couple or family head	70.1	9.6	79.8	13.2	14.4	94.2	121.8	216.0	15.3	43.6
Not a member of a family	880.8	135.4	1,016.2	73.2	82.7	1,098.9	738.8	1,837.7	7.5	59.8
Living alone	383.7	56.2	439.9	30.0	33.2	473.1	619.9	1,093.0	7.0	43.3
Not living alone	497.1	79.1	576.3	43.2	49.5	625.8	118.9	744.7	7.9	84.0
Total	5,956.9	1,621.7	7,578.6	407.2	506.2	8,084.9	4,348.7	12,433.5	6.3	65.0

(a) Civilians who were residents of households where family status was determined. (b) Excludes persons aged 20-24 attending school. Also excludes full-time students aged 15-24 who are classified as husbands, wives, sole parents or other family heads. (c) Aged 15 and over.

Source: Labour Force Status and Other Characteristics of Families, Australia, June 1990 (6224.0).

TABLE 2.13. FAMILY STATUS OF EMPLOYED PERSONS: FULL-TIME AND PART-TIME WORKERS(a)
AUSTRALIA, JUNE 1990

	Full-time workers	Part-time workers				Total workers	Average weekly hours worked		
		Weekly hours worked			Full-time workers		Part-time workers	Total	
		0(b)	1-14	15-34 — '000 —					
MALES									
Member of a family	3,555.7	22.5	143.1	131.2	296.9	3,852.6	41.2	13.7	39.1
Husband	2,817.3	9.1	43.4	83.2	135.7	2,953.0	42.0	16.8	40.8
With dependents present	1,793.2	* 3.0	16.7	34.2	53.9	1,847.1	42.7	17.6	42.0
Without dependents present	1,024.1	6.1	26.8	48.9	81.8	1,105.9	40.7	16.2	38.9
Sole parent	32.5	* 0.1	* 1.5	* 0.8	* 2.5	34.9	42.2	10.2	40.0
Other family head	42.1	* 0.5	* 1.8	* 2.3	4.6	46.6	39.7	14.3	37.2
Full-time student aged 15-24(c)	6.8	10.7	84.4	13.0	108.0	114.8	28.3	7.6	8.8
Other child(d) of married couple or family head	611.5	* 1.9	10.4	29.8	42.2	653.7	37.7	19.4	36.5
Other relative of married couple or family head	45.5	* 0.3	* 1.6	* 2.1	4.0	49.5	40.3	15.1	38.3
Not a member of a family	551.6	* 2.4	20.2	31.7	54.4	606.1	40.4	16.3	38.2
Living alone	246.2	* 0.7	9.1	12.0	21.9	268.0	40.9	15.7	38.9
Not living alone	305.5	* 1.7	11.2	19.7	32.6	338.1	39.9	16.7	37.6
Total	4,107.4	25.0	163.4	162.9	351.3	4,458.7	41.1	14.1	38.9
FEMALES									
Member of a family	1,520.4	63.2	518.3	607.9	1,189.5	2,709.8	37.0	14.9	27.3
Wife	1,013.4	47.1	347.7	516.2	910.9	1,924.4	37.5	15.8	27.2
With dependents present	487.4	30.7	246.7	363.0	640.3	1,127.7	37.9	15.7	25.3
Without dependents present	526.1	16.4	101.0	153.2	270.6	796.7	37.2	15.9	30.0
Sole parent	82.0	3.9	27.1	29.0	60.1	142.0	37.2	14.3	27.5
Other family head	47.9	* 0.4	6.6	11.3	18.2	66.1	35.6	17.5	30.6
Full-time student aged 15-24(c)	* 2.5	9.4	124.8	14.9	149.1	151.5	31.6	7.7	8.1
Other child(d) of married couple or family head	350.0	* 2.2	10.6	32.7	45.5	395.5	35.6	19.1	33.7
Other relative of married couple or family head	24.6	* 0.2	* 1.5	3.9	5.6	30.3	36.2	18.1	32.8
Not a member of a family	329.2	5.8	28.0	47.2	81.0	410.1	37.3	16.7	33.2
Living alone	137.5	* 2.2	10.6	21.5	34.4	171.9	36.9	17.9	33.1
Not living alone	191.7	3.6	17.3	25.6	46.6	238.2	37.6	15.9	33.4
Total	1,849.5	69.1	546.3	655.1	1,270.4	3,120.0	37.0	15.0	28.1
PERSONS									
Member of a family	5,076.1	85.8	661.4	739.1	1,486.3	6,562.4	39.9	14.6	34.2
Husband or wife	3,830.8	56.1	391.2	599.3	1,046.6	4,877.4	40.8	15.9	35.5
With dependents present	2,280.6	33.7	263.4	397.2	694.3	2,974.8	41.7	15.8	35.6
Without dependents present	1,550.2	22.5	127.8	202.1	352.3	1,902.5	39.5	16.0	35.2
Sole parent	114.4	4.1	28.6	29.9	62.6	177.0	38.6	14.1	30.0
Other family head	90.0	* 0.8	8.4	13.6	22.8	112.7	37.5	16.9	33.3
Full-time student aged 15-24(c)	9.3	20.1	209.1	27.9	257.1	266.4	29.2	7.7	8.4
Other child(d) of married couple or family head	961.5	4.1	21.0	62.6	87.7	1,049.1	36.9	19.2	35.5
Other relative of married couple or family head	70.1	* 0.6	* 3.2	5.9	9.6	79.8	38.9	16.9	36.2
Not a member of a family	880.8	8.2	48.2	78.9	135.4	1,016.2	39.2	16.5	36.2
Living alone	383.7	* 3.0	19.7	33.6	56.2	439.9	39.5	17.0	36.6
Not living alone	497.1	5.3	28.5	45.4	79.1	576.3	39.0	16.2	35.9
Total	5,956.9	94.0	709.6	818.1	1,621.7	7,578.6	39.8	14.8	34.5

(a) Civilians who were residents of households where family status was determined. (b) Persons who had a job in which they usually worked part time, i.e. less than 35 hours per week, but were not at work during the reference week. (c) Excludes persons aged 20-24 attending school. Also excludes full-time students aged 15-24 who are classified as husbands, wives, sole parents or other family heads. (d) Aged 15 and over.

Source: Labour Force Status and Other Characteristics of Families, Australia, June 1990 (6224.0).

TABLE 2.14. ALL FAMILIES: TYPE OF FAMILY, NUMBER OF DEPENDENTS PRESENT, AND NUMBER OF FAMILY MEMBERS EMPLOYED(a), AUSTRALIA, JUNE 1989 AND JUNE 1990
(^{'000 families})

Number of dependents present	None employed		One employed		Two or more employed		Total	
	June 1989	June 1990	June 1989	June 1990	June 1989	June 1990	June 1989	June 1990
MARRIED-COUPLE FAMILIES								
None	609.1	611.1	348.4	340.1	841.0	884.9	1,798.5	1,836.0
One or more	109.8	110.2	651.3	640.4	1,169.4	1,225.6	1,930.5	1,976.2
One	36.3	41.7	189.0	181.6	407.5	434.3	632.7	657.7
Two	35.1	33.5	265.2	272.9	491.9	515.6	792.2	822.0
Three	24.8	18.8	144.8	136.5	203.2	216.2	372.7	371.6
Four or more	13.6	16.2	52.4	49.3	66.9	59.5	132.9	125.0
Total	718.9	721.3	999.8	980.5	2,010.4	2,110.5	3,729.0	3,812.3
ONE-PARENT FAMILIES WITH A MALE PARENT								
One	4.6	5.5	13.2	17.8	4.9	7.8	22.8	31.1
Two	* 1.4	* 3.2	7.9	5.1	* 1.3	* 2.3	10.6	10.5
Three or more	* 0.6	* 1.3	* 2.7	* 3.2	* 0.6	* 0.4	4.0	4.8
Total	6.7	10.0	23.9	26.0	6.9	10.4	37.4	46.4
ONE-PARENT FAMILIES WITH A FEMALE PARENT								
One	66.8	72.6	68.8	66.5	19.0	22.7	154.6	161.8
Two	43.8	50.4	36.7	43.2	12.0	11.4	92.4	105.1
Three	16.6	18.7	12.6	13.7	3.7	* 2.8	32.9	35.2
Four or more	9.4	8.4	* 2.2	3.7	* 1.3	* 0.5	12.9	12.7
Total	136.6	150.1	120.2	127.1	36.1	37.5	292.9	314.7
ONE-PARENT FAMILIES: TOTAL								
One	71.4	78.1	82.0	84.3	24.0	30.5	177.4	192.9
Two	45.2	53.6	44.6	48.3	13.3	13.7	103.0	115.6
Three	17.3	19.5	14.9	16.5	4.1	* 3.2	36.3	39.1
Four or more	9.4	8.9	* 2.6	4.1	* 1.6	* 0.5	13.6	13.6
Total	143.3	160.1	144.1	153.1	43.0	47.9	330.3	361.1
OTHER FAMILIES								
None	55.8	62.2	90.3	104.6	102.3	104.7	248.4	271.4
One or more	* 2.6	3.6	5.5	5.5	* 2.9	* 2.5	11.1	11.6
Total	58.4	65.7	95.8	110.1	105.2	107.2	259.4	283.0
ALL FAMILIES								
None	664.9	673.2	438.7	444.7	943.3	989.5	2,046.9	2,107.5
One or more	255.6	273.9	801.0	799.0	1,215.3	1,276.1	2,271.9	2,349.0
One	109.8	123.1	276.3	271.1	434.4	467.1	820.5	861.4
Two	80.8	87.3	310.0	321.5	505.1	529.5	895.9	938.3
Three	42.1	38.3	159.6	153.0	207.3	219.4	409.0	410.7
Four or more	23.0	25.1	55.0	53.4	68.4	60.0	146.4	138.6
Total	920.5	947.2	1,239.7	1,243.7	2,158.5	2,265.6	4,318.8	4,456.4

(a) Employment status refers to persons aged 15 and over only

Source: Labour Force Status and Other Characteristics of Families, Australia, June 1990 (6224.0).

TABLE 2.15. ONE-PARENT FAMILIES: LABOUR FORCE STATUS OF PARENT AND AGE OF YOUNGEST DEPENDENT PRESENT, AUSTRALIA, JUNE 1990
(^{'000 families})

Age of youngest dependent —	Parent employed			Parent unemployed	Parent in the labour force	Parent not in the labour force	Total
	Full time	Part time	Total				
0-4	17.9	18.2	36.1	9.1	45.2	71.4	116.7
5-9	23.9	19.6	43.5	7.1	50.7	37.5	88.1
10-14	34.2	16.5	50.7	4.9	55.6	34.9	90.5
15-24	38.2	8.3	46.5	* 2.6	49.1	16.7	65.8
Total	114.2	62.7	176.9	23.7	200.7	160.5	361.1

Source: Labour Force Status and Other Characteristics of Families, Australia, June 1990 (6224.0).

**TABLE 2.16. MARRIED-COUPLE FAMILIES: LABOUR FORCE STATUS OF HUSBAND AND WIFE
AND AGE OF YOUNGEST DEPENDENT PRESENT, AUSTRALIA, JUNE 1990**
(^{'000 families})

	Wife employed			Wife unemp- loyed	Wife in the labour force	Wife not in the labour force	Total
	Full time	Part time	Total				
HUSBAND EMPLOYED FULL TIME							
Families with dependents present	461.6	611.3	1,072.9	48.0	1,120.9	627.9	1,748.8
Age of youngest dependent —							
0-4	110.8	228.6	339.4	19.0	358.4	367.0	725.5
5-9	122.4	175.0	297.3	15.8	313.1	118.2	431.3
10-14	134.6	136.2	270.8	10.2	281.0	84.0	365.0
15-24	93.8	71.5	165.4	* 3.0	168.3	58.6	227.0
Families without dependents present	487.8	227.7	715.5	19.1	734.6	271.4	1,006.0
Total	949.4	839.0	1,788.4	67.1	1,855.5	899.3	2,754.7
HUSBAND EMPLOYED: TOTAL							
Families with dependents present	474.7	629.3	1,104.0	50.5	1,154.5	647.4	1,801.8
Age of youngest dependent —							
0-4	114.9	234.9	349.8	19.4	369.2	376.9	746.1
5-9	124.9	178.8	303.7	17.7	321.4	120.9	442.3
10-14	138.5	140.0	278.5	10.2	288.8	88.4	377.2
15-24	96.4	75.5	171.9	* 3.2	175.2	61.1	236.2
Families without dependents present	503.3	250.7	754.0	20.0	774.0	312.8	1,086.8
Total	978.0	880.0	1,858.0	70.5	1,928.5	960.2	2,888.7
HUSBAND UNEMPLOYED							
Families with dependents present	6.5	6.7	13.2	11.5	24.7	46.9	71.6
Age of youngest dependent —							
0-4	* 1.1	3.5	4.5	6.7	11.2	32.7	43.9
5-9	* 1.3	* 1.3	* 2.5	* 2.1	4.6	6.8	11.5
10-14	* 2.3	* 1.0	* 3.3	* 1.5	4.8	4.2	9.0
15-24	* 1.9	* 0.9	* 2.8	* 1.2	4.0	* 3.2	7.2
Families without dependents present	6.7	3.5	10.2	6.6	16.8	20.4	37.1
Total	13.2	10.2	23.4	18.1	41.5	67.2	108.7
HUSBAND IN THE LABOUR FORCE							
Families with dependents present	481.2	635.9	1,117.1	62.1	1,179.2	694.3	1,873.4
Age of youngest dependent —							
0-4	116.0	238.3	354.3	26.1	380.4	409.6	790.0
5-9	126.1	180.1	306.2	19.8	326.0	127.8	453.8
10-14	140.8	141.0	281.8	11.8	293.6	92.6	386.2
15-24	98.3	76.5	174.8	4.4	179.2	64.2	243.4
Families without dependents present	510.0	254.3	764.3	26.5	790.8	333.2	1,124.0
Total	991.2	890.2	1,881.4	88.6	1,970.0	1,027.4	2,997.4
HUSBAND NOT IN THE LABOUR FORCE							
Families with dependents present	13.4	13.2	26.6	4.6	31.2	71.6	102.8
Age of youngest dependent —							
0-4	* 3.3	3.5	6.8	* 2.1	8.9	19.6	28.4
5-9	* 2.9	* 2.0	4.9	* 1.0	6.0	14.8	20.8
10-14	3.7	4.3	8.0	* 1.0	9.0	15.3	24.3
15-24	* 3.4	* 3.4	6.9	* 0.5	7.4	21.9	29.3
Families without dependents present	26.4	22.0	48.4	3.6	52.0	660.1	712.1
Total	39.7	35.2	74.9	8.2	83.2	731.7	814.9
TOTAL							
Families with dependents present	494.6	649.1	1,143.7	66.7	1,210.4	765.9	1,976.2
Age of youngest dependent —							
0-4	119.3	241.8	361.1	28.1	389.2	429.2	818.5
5-9	129.0	182.1	311.1	20.9	332.0	142.6	474.6
10-14	144.5	145.4	289.8	12.8	302.6	107.9	410.5
15-24	101.8	79.9	181.6	4.9	186.6	86.1	272.7
Families without dependents present	536.3	276.3	812.6	30.1	842.7	993.3	1,836.0
Total	1,030.9	925.4	1,956.3	96.8	2,053.1	1,759.2	3,812.3

Source: Labour Force Status and Other Characteristics of Families, Australia, June 1990 (6224.0).

Persons Who Had Re-entered the Labour Force

In the following tables, persons who had re-entered the labour force are those who

- (i) were in the labour force at May 1990;
- (ii) had a period not in the labour force of at least twelve months' duration that finished within the last twelve months and;
- (iii) had worked continuously for at least twelve months at some earlier time.

An estimated 2 per cent of persons in the labour force at May 1990 had re-entered the labour force within the last twelve months.

Females accounted for 85 per cent of re-entrants.

Of the total number of persons who had re-entered the labour force, 89,800 females (65% of all re-entrants) were working at May 1990 and a further 27,400 females (20% of all re-entrants) were looking for work.

TABLE 2.17. PERSONS WHO HAD RE-ENTERED THE LABOUR FORCE : AGE, BIRTHPLACE AND PERIOD OF ARRIVAL, SELECTED DETAILS OF PREVIOUS JOB AND WHETHER WORKING OR LOOKING FOR WORK, AUSTRALIA, MAY 1990 ('000)

	Total males	Females		Total	Persons		Total
		Working	Looking for work		Working	Looking for work	
Age—							
15-24	* 3.1	6.2	* 3.4	9.7	8.7	4.0	12.7
25-34	5.9	38.3	11.7	50.0	41.7	14.2	55.9
35-44	4.0	31.7	8.7	40.4	34.9	9.5	44.4
45-54	* 2.7	9.3	* 2.5	11.9	11.4	* 3.1	14.6
55 and over	4.5	4.2	* 1.1	5.3	7.6	* 2.2	9.8
Birthplace and period of arrival—							
Born in Australia	14.9	70.1	19.3	89.4	80.6	23.8	104.3
Born outside Australia	5.2	19.7	8.1	27.8	23.8	9.2	33.0
Arrived before 1971	* 3.3	7.3	* 3.0	10.3	10.2	* 3.4	13.6
Arrived 1971-1980	* 0.8	6.7	* 2.1	8.8	7.0	* 2.6	9.6
Arrived 1981-1990	* 1.1	5.7	* 3.0	8.7	6.6	* 3.2	9.8
Main English speaking countries(a)	* 2.6	10.9	* 3.4	14.3	13.3	3.5	16.9
Other countries	* 2.6	8.8	4.7	13.5	10.5	5.7	16.2
Full-time or part-time worker in previous job—							
Previous job less than 20 years ago	20.2	84.8	25.8	110.6	99.4	31.4	130.7
Full-time	18.1	66.3	21.8	88.1	79.0	27.2	106.2
Part-time	* 1.8	16.7	3.9	20.6	18.3	4.1	22.4
Varied/did not know	* 0.3	* 1.8	* 0.1	* 1.9	* 2.1	* 0.1	* 2.1
Previous job 20 or more years ago	* 0.0	5.0	* 1.7	6.6	5.0	* 1.7	6.6
Time in previous job—							
Previous job less than 20 years ago	20.2	84.8	25.8	110.6	99.4	31.4	130.7
1-2 years	6.9	34.9	11.9	46.8	39.3	14.3	53.7
3-9 years	6.9	43.4	11.1	54.4	48.6	12.7	61.3
3-4 years	* 3.2	23.3	5.6	28.9	25.4	6.7	32.1
5-9 years	3.7	20.1	5.5	25.6	23.2	6.1	29.3
10 years or more	6.4	6.5	* 2.9	9.3	11.5	4.3	15.7
10-19 years	* 2.7	6.0	* 2.2	8.2	8.2	* 2.7	10.9
20 years or more	3.7	* 0.5	* 0.6	* 1.1	* 3.2	* 1.6	4.8
Previous job 20 or more years ago	* 0.0	5.0	* 1.7	6.6	5.0	* 1.7	6.6
Time since previous job—							
1-2 years	8.6	23.7	6.4	30.2	30.2	8.6	38.8
3-9 years	9.8	41.2	12.5	53.7	48.2	15.4	63.5
3-4 years	5.5	17.7	7.0	24.7	21.5	8.7	30.2
5-9 years	4.4	23.5	5.5	29.0	26.6	6.7	33.4
10 years or more	* 1.7	24.8	8.5	33.3	26.0	9.1	35.0
10-19 years	* 1.7	19.9	6.8	26.7	21.0	7.4	28.4
20 years or more	* 0.0	5.0	* 1.7	6.6	5.0	* 1.7	6.6
Total	20.2	89.8	27.4	117.2	104.3	33.0	137.4

(a) Comprises United Kingdom, Ireland, Canada, South Africa, USA and New Zealand.

Source: Persons Who Had Re-entered the Labour Force, Australia, May 1990 (6264.0).

TABLE 2.18. PERSONS WHO HAD RE-ENTERED THE LABOUR FORCE : JOB SEARCH EXPERIENCE AND OTHER RELATED CHARACTERISTICS AND WHETHER WORKING OR LOOKING FOR WORK, AUSTRALIA, MAY 1990
(^{'000})

	Total males	Females		Total	Persons		Total
		Working	Looking for work		Working	Looking for work	
<i>Main reason for wanting to work again—</i>							
Completed studies	* 2.4	* 2.2	* 0.0	* 2.2	4.2	* 0.4	4.6
Financial reasons	10.2	48.2	20.9	69.2	55.3	24.1	79.4
Returned after own illness or injury	* 3.0	* 0.9	* 0.0	* 0.9	* 2.5	* 1.4	3.9
Children gone to school/no longer needed to look after children	* 0.0	6.3	* 2.3	8.7	6.3	* 2.3	8.7
Boredom/needed another interest	* 1.2	13.6	3.5	17.1	14.3	4.0	18.3
To help in family business/bought business	* 0.1	11.0	* 0.2	11.3	11.2	* 0.2	11.4
Other	* 3.2	7.5	* 0.4	7.9	10.5	* 0.6	11.1
<i>Time spent not in the labour force since previous job—</i>							
Under 12 months	* 1.3	5.1	* 1.1	6.2	6.4	* 1.1	7.5
1-2 years	10.4	30.0	8.9	38.9	37.0	12.3	49.3
3-9 years	7.9	33.8	11.2	44.9	39.8	13.0	52.8
3-4 years	5.8	15.9	6.1	21.9	20.0	7.8	27.7
5-9 years	* 2.1	17.9	5.1	23.0	19.8	5.3	25.1
10 years or more	* 0.6	20.9	6.3	27.2	21.1	6.6	27.8
10-19 years	* 0.6	16.8	5.0	21.8	17.1	5.3	22.4
20 years or more	* 0.0	4.0	* 1.3	5.4	4.0	* 1.3	5.4
<i>Active steps taken to find work during the last twelve months—</i>							
Had looked for work	15.1	48.2	27.4	75.6	57.7	33.0	90.7
Registered with CES	7.3	10.7	10.6	21.2	15.0	13.5	28.5
Took no other active steps	* 0.1	* 0.3	* 0.0	* 0.3	* 0.4	* 0.0	* 0.4
Contacted prospective employers	6.1	9.6	9.1	18.7	13.1	11.8	24.9
Took other active steps	* 1.0	* 0.8	* 1.4	* 2.2	* 1.6	* 1.7	* 3.3
Not registered with CES	7.8	37.5	16.9	54.4	42.7	19.5	62.2
Took only inactive steps	* 0.5	* 1.8	* 2.1	3.9	* 2.0	* 2.4	4.4
Contacted prospective employers	5.8	29.4	13.0	42.3	33.5	14.6	48.1
Took other active steps	* 1.5	6.3	* 1.8	8.1	7.2	* 2.5	9.7
Had not looked for work	5.1	41.6	* 0.0	41.6	46.7	* 0.0	46.7
<i>Main difficulty in finding work during the last twelve months—</i>							
Had looked for work	15.1	48.2	27.4	75.6	57.7	33.0	90.7
Own ill health or disability	* 3.0	* 0.2	* 1.3	* 1.5	* 1.7	* 2.8	4.5
Considered too young or too old by employers	* 1.6	* 1.1	* 1.9	* 3.0	* 2.3	* 2.3	4.6
Unsuitable hours	* 0.0	* 1.6	* 3.1	4.7	* 1.6	* 3.1	4.7
No vacancies in line of work	* 1.4	* 2.3	* 2.2	4.5	* 3.3	* 2.7	5.9
Other difficulties(a)	* 1.8	4.8	10.2	15.0	5.2	11.6	16.8
No difficulties at all	7.2	38.2	8.6	46.8	43.6	10.5	54.1
Had not looked for work	5.1	41.6	* 0.0	41.6	46.7	* 0.0	46.7
Total	20.2	89.8	27.4	117.2	104.3	33.0	137.4

(a) Includes too far to travel/transport problems; language difficulties; difficulties with ethnic background; lacked necessary skills/education; insufficient work experience; and no vacancies at all.

Source: Persons Who Had Re-entered the Labour Force, Australia, May 1990 (6264.0).

Persons Who Have Left the Labour Force

This survey covered persons not in the labour force at April 1988 who left the labour force within the previous twelve months. It provided information on their reasons for leaving the labour force, their past labour force experience, their current activities and whether or not they intend to return to the labour force.

In April 1988 there were an estimated 4,669,600 persons who were not in the labour force (37% of the civilian population aged 15 and over). Of these persons 529,600 had left the labour force within the previous twelve months, their last labour force activity having been either working (335,200) or looking for work (194,400).

The majority of persons who have left the labour force in the twelve months to April 1988 were female (364,100 or 69%), of whom more than half were in the age group 25 to 44 years.

Persons born in Australia comprised 75 per cent of those who left the labour force in the twelve months to April 1988 — much the same as the percentage of Australian-born persons in the labour force at April 1988.

The main activities in April 1988 of those who left the labour force in the previous twelve months, were home duties/child care (50%) and attending an educational institution (22%).

Almost half (48%) of those who left had had a continuous period in the labour force of less than twelve months.

Of the 105,100 males aged 15 to 44 who left the labour force in the twelve months to April 1988, 79 per cent intended to return to the labour force. For females aged 15 to 44, 296,800 left the labour force and 67 per cent intended to return.

Of the persons who had been working before leaving the labour force and who intended to return, 63 per cent (120,500) had left their jobs voluntarily. There were 140,600 persons who had looked for work prior to leaving the labour force who intended to return to the labour force, and for whom reasons for having stopped looking were reported. Of these, 71 per cent cited personal or family reasons.

TABLE 2.19. PERSONS WHO HAVE LEFT THE LABOUR FORCE : SUMMARY OF CHARACTERISTICS, AUSTRALIA, NOVEMBER 1985 AND APRIL 1988
(*000)

	November 1985			April 1988		
	Males	Females	Persons	Males	Females	Persons
<i>Age-group—</i>						
15-24	47.6	83.9	131.5	66.8	102.3	169.1
25-44	31.0	177.3	208.2	38.3	194.5	232.7
45-59	21.9	46.2	68.2	29.9	56.0	85.9
60 and over	37.4	16.0	53.4	30.6	11.4	41.9
<i>Birthplace—</i>						
Born in Australia	99.7	246.3	346.0	122.2	275.9	398.0
Born outside Australia	38.2	77.0	115.3	43.4	88.2	131.6
<i>Marital status—</i>						
Married	64.6	233.1	297.6	68.9	245.3	314.2
Not-married	73.4	90.3	163.6	96.7	118.7	215.4
<i>Main source of income—</i>						
Investments/savings	26.2	18.9	45.1	26.1	15.5	41.6
Superannuation	10.4	*3.2	13.7	13.3	*3.3	16.6
TEAS/AUSTUDY	10.7	6.7	17.4	17.7	15.7	33.4
Unemployment/sickness benefit	20.1	13.8	33.9	22.6	16.0	38.6
Invalid/age/supporting parent's/widow's pension	17.4	37.9	55.3	15.9	36.0	51.9
War disability/repatriation/service/war widow's pension	6.3	*2.7	8.9	*3.3	*1.3	4.5
Dependent on someone else's income	32.7	229.4	262.1	44.1	246.7	290.8
Other(a)	14.2	10.8	24.9	11.4	7.1	18.5
Not asked	..	..	..	11.3	22.5	33.8
Total	137.9	323.4	461.3	165.5	364.1	529.6

(a) Includes life assurance, other retirement schemes, and persons permanently unable to work who were not asked their main source of income.

Source: *Persons Who Have Left the Labour Force, Australia, April 1988* (6267.0).

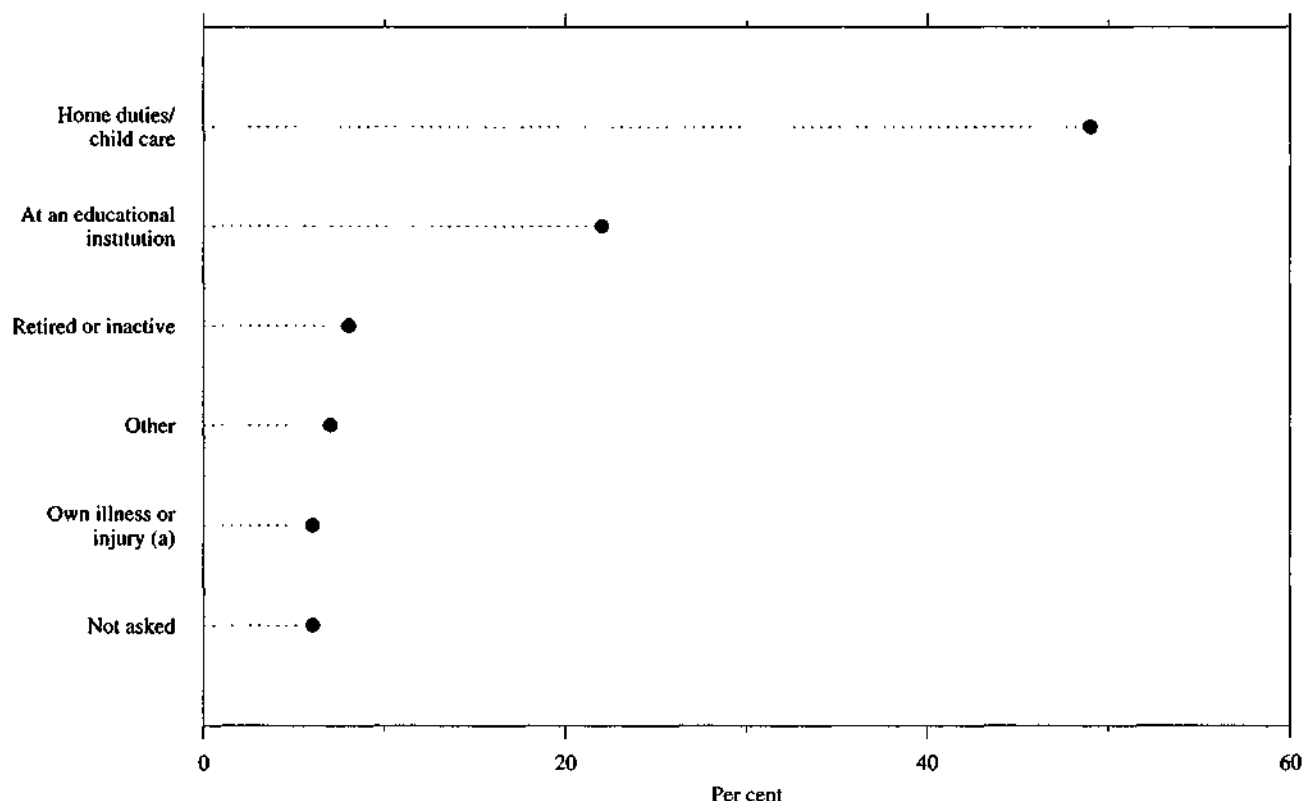
TABLE 2.20. PERSONS WHO HAVE LEFT THE LABOUR FORCE : DURATION OF CONTINUOUS PERIOD IN THE LABOUR FORCE BEFORE LEAVING AND WHETHER INTENDED TO RETURN TO THE LABOUR FORCE, AUSTRALIA, NOVEMBER 1985 AND APRIL 1988 ('000)

Whether intended to return to the labour force	November 1985			April 1988		
	Males	Females	Persons	Males	Females	Persons
CONTINUOUS PERIOD OF LESS THAN TWELVE MONTHS IN THE LABOUR FORCE BEFORE LEAVING						
Intended to return	45.3	99.1	144.4	62.4	120.1	182.4
Did not intend to return	8.7	41.8	50.5	8.9	24.9	33.8
Undecided	5.8	29.5	35.3	4.8	13.9	18.8
Not asked	..	..	..	7.0	12.7	19.6
Total	59.9	170.3	230.2	83.0	171.6	254.6
CONTINUOUS PERIOD OF AT LEAST TWELVE MONTHS IN THE LABOUR FORCE BEFORE LEAVING						
Intended to return	31.1	67.8	98.9	40.6	107.8	148.4
Did not intend to return	34.7	57.5	92.2	28.4	45.7	74.1
Undecided	12.2	27.8	40.0	9.2	29.2	38.4
Not asked	..	..	..	*1.9	8.1	10.0
Total	78.0	153.0	231.1	80.1	190.8	270.9
TOTAL(a)						
Intended to return	76.4	166.8	243.3	103.0	227.9	330.9
Did not intend to return	43.5	99.2	142.7	37.3	70.6	107.8
Undecided	18.0	57.3	75.3	14.0	43.1	57.1
Not asked	..	..	..	11.3	22.5	33.8
Total	137.9	323.4	461.3	165.5	364.1	529.6

(a) Includes persons whose duration of continuous period in the labour force could not be determined.

Source: *Persons Who Have Left the Labour Force, Australia, April 1988 (6267 0)*.

CHART 2.7. PERSONS WHO HAVE LEFT THE LABOUR FORCE WITHIN THE LAST TWELVE MONTHS: MAIN ACTIVITY SINCE LEAVING THE LABOUR FORCE, AUSTRALIA, APRIL 1988



(a) Includes own disability/handicap.

Source: *Persons Who Have Left the Labour Force, Australia, April 1988 (6267.0)*.

Retirement and Retirement Intentions

In November 1989 there were an estimated 4,863,400 persons aged 45 and over. Of these persons 2,641,900 (54%) had retired from full-time work, 1,584,500 (33%) intended to retire from full-time work, 461,700 (9%) had never worked full-time and did not intend to work full-time and a further 175,300 (4%) did not intend to retire from full-time work.

Of the estimated 2,641,900 persons who had retired from full-time work, 1,040,000 (39%) were males and 1,602,000 (61%) were females.

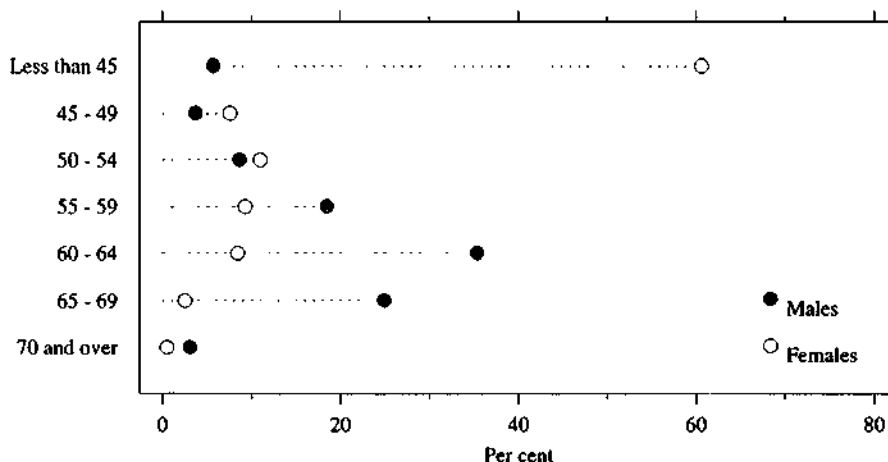
Persons Who Had Retired From Full-time Work

- A large number of persons (1,031,900) had retired from full-time work before reaching the age of 45 years, representing 39 per cent of all persons aged 45 and over who had retired from full-time work.
- Males generally reported retiring from full-time work at an older age than females. For females, 60 per cent retired from full-time work before reaching the age of 45, compared with only 6 per cent of males. Some 60 per cent of males retired between the ages of 60 and 69, while only 11 per cent of females had retired between those ages.
- Approximately 20 per cent of persons in the occupations Clerks and Salespersons and personal service workers retired before age 45, whereas, for Managers and administrators 6 per cent retired before age 45. Of the occupation groups, Managers and administrators and Tradespersons were least likely to retire before age 65 (some 25 and 24 per cent respectively retired at age 65 or older).
- In the Agriculture, forestry, fishing and hunting industry approximately 66 per cent of persons had retired before age 65 compared with the Recreation, personal and other services industry with 88 per cent.

Persons Aged 45 And Over Who Intended To Retire From Full-time Work

- Approximately 43 per cent of males intended to retire between the ages of 65 and 69. Some 24 per cent reported that they did not know at what age they intended to retire.
- For females, 33 per cent reported that they did not know their intended age at retirement, while 32 per cent intended to retire between 60 and 64 years.
- For males, 78 per cent of those who intended to retire belonged to a retirement scheme, compared with 61 per cent of females.
- A majority of persons expected to receive a lump sum payment from a retirement scheme. About 16 per cent of males reported that they would invest the lump sum they received from a retirement scheme, and a further 11 per cent reported that they would invest in an approved deposit fund or deferred annuity.

CHART 2.8. PERSONS AGED 45 AND OVER WHO HAD RETIRED FROM FULL-TIME WORK: AGE AT RETIREMENT BY SEX, AUSTRALIA, NOVEMBER 1989



Source: Retirement and Retirement Intentions, Australia, November 1989 (6238 0).

TABLE 2.21. PERSONS AGED 45 AND OVER: COMPARATIVE PROFILE AND WHETHER HAD RETIRED OR INTENDED TO RETIRE FROM FULL-TIME WORK(a), AUSTRALIA, NOVEMBER 1989

	Whether had retired or intended to retire from full-time work							
	Had retired	Intended to retire	Did not intend to retire	Had never had a full-time job and did not intend to work full-time	Total	Had retired	Intended to retire	Total
	— '000 —					— per cent —		
<i>Age at November 1989—</i>								
45-49	236.6	614.6	46.3	36.8	934.4	9.0	38.8	19.2
50-54	252.5	462.0	42.3	44.8	801.5	9.6	29.2	16.5
55-59	320.5	309.9	30.1	46.9	707.5	12.1	19.6	14.5
60-64	467.5	169.4	30.7	67.2	734.8	17.7	10.7	15.1
65-69	535.8	21.6	13.7	70.3	641.4	20.3	1.4	13.2
70 and over	829.0	6.9	12.1	195.7	1,043.8	31.4	0.4	21.5
<i>Marital status—</i>								
Married	1,877.0	1,296.9	136.1	259.7	3,569.8	71.0	81.9	73.4
Not-married	764.9	287.5	39.1	202.1	1,293.6	29.0	18.1	26.6
<i>Family status—</i>								
Member of a family	2,040.0	1,352.5	143.9	331.0	3,867.3	77.2	85.4	79.5
Husband or wife	1,827.4	1,247.8	130.3	252.2	3,457.8	69.2	78.8	71.1
With dependents present	202.8	493.2	43.8	29.3	769.1	7.7	31.1	15.8
Without dependents present	1,624.7	754.6	86.5	222.9	2,688.6	61.5	47.6	55.3
Other family head	128.1	72.3	9.6	39.7	249.6	4.8	4.6	5.1
With dependents present	21.9	32.8	* 3.1	6.2	64.0	0.8	2.1	1.3
Without dependents present	106.1	39.5	6.5	33.5	185.6	4.0	2.5	3.8
Other child of married couple or family head	13.9	19.6	* 1.2	* 3.9	38.6	0.5	1.2	0.8
Other relative of married couple or family head	70.6	12.8	* 2.8	35.2	121.4	2.7	0.8	2.5
Not a member of a family	518.8	165.0	23.4	113.9	821.1	19.6	10.4	16.9
Living alone	479.3	128.0	18.1	107.8	733.1	18.1	8.1	15.1
Not living alone	39.5	37.0	5.4	6.2	88.0	1.5	2.3	1.8
Family status not determined	83.1	67.0	8.0	16.8	174.9	3.1	4.2	3.6
<i>Birthplace and period of arrival—</i>								
Born in Australia	1,876.1	1,015.5	126.0	298.6	3,316.2	71.0	64.1	68.2
Born outside Australia	765.8	568.9	49.3	163.1	1,547.2	29.0	35.9	31.8
Arrived before 1961	455.2	220.1	20.2	76.1	771.5	17.2	13.9	15.9
Arrived 1961-1970	187.9	190.5	16.0	38.0	432.4	7.1	12.0	8.9
Arrived 1971-1980	73.4	95.1	6.4	24.1	199.0	2.8	6.0	4.1
Arrived 1981-1989	49.4	63.3	6.7	25.0	144.3	1.9	4.0	3.0
<i>Area—</i>								
Metropolitan	1,639.4	1,027.6	79.9	251.6	2,998.5	62.1	64.9	61.7
Non-metropolitan	1,002.5	556.8	95.4	210.2	1,864.9	37.9	35.1	38.3
Total	2,641.9	1,584.5	175.3	461.7	4,863.4	100.0	100.0	100.0
Males	1,040.0	1,155.7	134.9	16.8	2,347.4	39.4	72.9	48.3
Females	1,602.0	428.8	40.3	444.9	2,516.0	60.6	27.1	51.7

(a) Excludes persons who were institutionalised or permanently unable to work who were not in the scope of the survey.

Source: Retirement and Retirement Intentions, Australia, November 1989 (6238.0).

TABLE 2.22. PERSONS AGED 45 AND OVER WHO HAD RETIRED FROM FULL-TIME WORK: STATUS OF WORKER IN LAST FULL-TIME JOB, OCCUPATION AND INDUSTRY OF LAST FULL-TIME JOB AND AGE AT RETIREMENT
AUSTRALIA, NOVEMBER 1989
('000)

	Age at retirement							Total
	Less than 45	45 - 49	50 - 54	55 - 59	60 - 64	65 - 69	70 and over	
Last full-time job less than 20 years ago(a)	236.0	133.4	231.1	312.0	471.4	277.5	37.8	1,699.2
<i>Status of worker in last full-time job—</i>								
Wage and salary earners	215.0	118.6	195.7	273.5	411.1	233.2	22.0	1,468.9
Employers	9.5	7.4	15.7	17.4	24.7	17.2	5.3	97.2
Self-employed	11.4	7.4	19.3	21.1	35.5	26.9	10.3	131.7
<i>Occupation in last full-time job—</i>								
Managers and administrators	15.1	13.9	30.2	46.8	74.3	44.6	14.9	239.8
Professionals	13.5	6.7	11.3	27.8	43.4	24.6	* 4.3	131.7
Para-professionals	13.0	5.0	10.3	21.5	30.7	12.8	* 1.5	95.0
Tradespersons	21.0	17.3	27.0	47.8	83.6	55.7	* 4.4	256.9
Clerks	47.0	20.2	35.8	47.4	61.8	23.3	* 2.7	238.2
Salespersons and personal service workers	35.1	19.4	34.5	26.9	32.6	15.7	* 3.2	167.3
Plant and machine operators, and drivers	32.1	18.1	25.1	34.3	48.2	36.5	* 1.1	195.5
Labourers and related workers	59.2	32.7	56.9	59.5	96.8	64.2	5.6	374.8
<i>Industry of last full-time job—</i>								
Agriculture, forestry, fishing and hunting	6.1	* 4.1	11.9	10.9	24.0	18.8	10.4	86.2
Mining	* 1.9	* 0.4	* 2.4	5.1	6.5	* 2.4	* 0.1	18.8
Manufacturing	71.0	39.9	58.3	74.2	111.3	78.8	6.5	440.0
Electricity, gas and water	* 1.2	* 1.4	* 1.5	8.6	19.6	8.6	* 0.3	41.1
Construction	9.5	6.9	11.4	17.0	31.6	21.4	* 1.4	99.3
Wholesale and retail trade	49.1	27.3	49.1	54.8	70.8	36.1	8.1	295.3
Transport and storage	8.6	5.0	11.0	23.2	41.0	25.5	* 1.3	115.7
Communication	* 3.6	* 2.7	7.1	9.6	13.7	7.5	* 0.3	44.4
Finance, property and business services	13.8	5.7	9.5	18.3	30.1	12.6	* 2.8	92.9
Public administration and defence	9.0	* 3.7	11.7	17.9	30.9	22.3	* 0.4	95.8
Community services	40.2	23.4	39.8	51.6	69.2	32.3	* 3.8	260.2
Recreation, personal and other services	22.0	13.0	17.4	20.8	22.8	11.2	* 2.4	109.5
Last full-time job 20 or more years ago	795.9	27.2	35.2	29.2	33.1	20.7	* 1.4	942.7
Total	1,031.9	160.6	266.3	341.2	504.4	298.2	39.2	2,641.9
Males	59.7	38.4	90.6	192.2	368.5	258.7	31.9	1,040.0
Females	972.2	122.2	175.7	149.0	135.9	39.5	7.4	1,602.0

(a) Includes unpaid family helpers and excludes persons whose last full-time job was unpaid voluntary work.

Source: Retirement and Retirement Intentions, Australia, November 1989 (6238.0).

TABLE 2.23. PERSONS AGED 45 AND OVER WHO INTENDED TO RETIRE FROM FULL-TIME WORK: INTENDED DISBURSEMENT OF LUMP SUM PAYMENT FROM RETIREMENT SCHEME AND AGE INTENDED TO RETIRE, AUSTRALIA, NOVEMBER 1989

Intended disbursement of lump sum payment from retirement scheme	Age intended to retire						Total (per cent)	
	45 - 54	55 - 59	60 - 64	65 - 69 — '000 —	70 and over	Did not know		
	MALES							
Belonged to a retirement scheme	9.2	112.4	197.1	381.4	14.7	182.6	897.4	77.7
Expected to receive a lump sum payment	5.4	78.0	128.8	235.8	10.0	89.3	547.3	47.4
Purchase an annuity	* 0.0	* 0.3	* 1.1	* 2.6	* 0.3	* 0.5	4.8	0.4
Invest in an approved deposit fund/deferred annuity	* 1.6	28.6	37.8	42.7	* 2.2	17.1	129.9	11.2
Invest the money	* 2.7	29.5	43.6	75.3	* 3.8	25.5	180.3	15.6
Pay off home/pay for improvements	* 0.4	* 4.2	10.1	30.2	* 1.0	5.8	51.5	4.5
Pay for a holiday	* 0.1	* 2.3	11.1	13.9	* 0.5	* 3.6	31.5	2.7
Other(s)	* 0.0	* 3.4	8.7	15.4	* 0.2	6.3	33.9	2.9
Did not know	* 0.6	9.7	16.5	55.7	* 2.1	30.6	115.3	10.0
Did not expect to receive a lump sum payment	* 1.6	12.9	20.0	44.0	* 2.2	20.6	101.2	8.8
Did not know	* 2.3	21.5	48.3	101.6	* 2.5	72.7	248.9	21.5
Did not belong to a retirement scheme	* 3.8	9.2	24.2	115.8	8.6	96.7	258.2	22.3
Total	13.0	121.6	221.3	497.2	23.3	279.3	1,155.7	100.0
FEMALES								
Belonged to a retirement scheme	17.1	62.7	83.1	28.4	* 1.7	70.0	263.0	61.3
Expected to receive a lump sum payment	10.8	41.7	52.0	16.1	* 1.2	36.6	158.5	37.0
Purchase an annuity	* 0.1	* 0.2	* 0.3	* 0.3	* 0.0	* 0.0	* 0.8	* 0.2
Invest in an approved deposit fund/deferred annuity	* 1.7	9.0	10.6	* 3.1	* 0.0	4.6	29.0	6.8
Invest the money	* 3.5	15.6	18.1	4.7	* 0.2	9.3	51.5	12.0
Pay off home/pay for improvements	* 1.3	5.6	6.3	* 3.2	* 0.6	* 1.6	18.7	4.4
Pay for a holiday	* 2.1	* 4.1	* 3.4	* 0.6	* 0.3	* 2.9	13.5	3.2
Other(s)	* 0.7	* 2.5	* 2.8	* 2.0	* 0.0	* 1.8	9.7	2.3
Did not know	* 1.4	4.8	10.5	* 2.1	* 0.1	16.3	35.2	8.2
Did not expect to receive a lump sum payment	* 1.6	5.7	11.7	* 3.4	* 0.0	7.7	30.1	7.0
Did not know	4.7	15.3	19.4	8.8	* 0.5	25.7	74.4	17.4
Did not belong to a retirement scheme	12.9	12.8	54.0	14.8	* 1.0	70.3	165.8	38.7
Total	30.0	75.5	137.1	43.2	* 2.7	140.3	428.8	100.0
PERSONS								
Belonged to a retirement scheme	26.3	175.1	280.2	409.8	16.4	252.6	1,160.5	73.2
Expected to receive a lump sum payment	16.2	119.7	180.8	252.0	11.2	125.9	705.8	44.5
Purchase an annuity	* 0.1	* 0.5	* 1.3	* 2.9	* 0.3	* 0.5	5.6	0.4
Invest in an approved deposit fund/deferred annuity	* 3.3	37.5	48.4	45.8	* 2.2	21.7	158.9	10.0
Invest the money	6.2	45.1	61.7	80.1	* 4.0	34.8	231.8	14.6
Pay off home/pay for improvements	* 1.7	9.8	16.4	33.4	* 1.6	7.4	70.2	4.4
Pay for a holiday	* 2.3	6.4	14.5	14.5	* 0.8	6.5	45.1	2.8
Other(s)	* 0.7	5.8	11.6	17.4	* 0.2	8.1	43.7	2.8
Did not know	* 2.0	14.5	27.0	57.9	* 2.2	46.9	150.5	9.5
Did not expect to receive a lump sum payment	* 3.1	18.6	31.7	47.4	* 2.2	28.3	131.3	8.3
Did not know	7.0	36.8	67.7	110.4	* 3.1	98.4	323.3	20.4
Did not belong to a retirement scheme	16.7	22.0	78.2	130.6	9.5	167.0	424.0	26.8
Total	43.0	197.1	358.4	540.4	26.0	419.6	1,584.5	100.0

(a) Includes the category 'clear other outstanding debts'.

Source: Retirement and Retirement Intentions, Australia, November 1989 (6238.0).

CHAPTER 3

EMPLOYMENT AND UNDEREMPLOYMENT

This chapter provides a statistical summary of employment and underemployment in Australia. Data on employment are obtained from two main sources — the ABS Monthly Labour Force Survey (and associated supplementary surveys) and the employer based quarterly survey of Employment and Earnings. The principal publications for employment data from these surveys are *The Labour Force, Australia* (6203.0), and *Employed Wage and Salary Earners, Australia* (6248.0) respectively.

There are conceptual and methodological reasons for differences in the estimates produced by the two surveys. These are discussed in *Employed Wage and Salary Earners* (6248.0) and in an *Information Paper: Comparison of Employment Estimates from the Labour Force Survey and the Survey of Employment and Earnings* (6263.0). The two series should be seen as complementary and movements in them have generally been broadly consistent. In recent time periods the two surveys have shown some divergence in the estimates produced.

The ABS considers that the Labour Force series provides the better indicator of overall employment movements at the Australian and State level. The aggregate employment estimates in the quarterly National Accounts are based on this source.

All Employed Persons (Source: *The Labour Force, Australia* (6203.0))

The Monthly Labour Force Survey collects information, using personal interviews, from civilian persons aged 15 and over in a sample of private and non-private dwellings eg. hotels, motels, institutions. The scope of the survey includes all employed persons, comprising employers, self-employed persons, unpaid helpers in family businesses and employees in private households, as well as wage and salary earners.

For the Labour Force Survey a person is defined as employed if he or she does any paid work at all during a specific week (referred to as the reference week), regardless of the number of hours worked. In addition, a person is defined as employed if he or she works for one hour or more in a family business or on a farm. In this chapter, Labour Force Survey measures of employment are analysed according to such criteria as the demographic characteristics of employed persons, the industry in which they work, their occupation and status of worker (i.e. whether they are wage and salary earners, employers, etc.), the weekly hours they work and whether they are employed full-time or part-time. Multiple jobholding, the job-changing behaviour of the population and the educational attainment of employed persons are also highlighted. The information paper *Measuring Employment and Unemployment* (6279.0) provides additional information about the measurement of employment and unemployment.

Total employment in Australia in August 1990 was 7,825,000, comprising 4,583,800 males and 3,241,200 females.

Over the period August 1980 to August 1990 total employment increased by 1,543,600. Almost 75 per cent of this increase occurred in the latter half of this period. Some 59 per cent of the increase in employment from August 1980 to August 1990 was due to a rise in the number of persons employed full time. An increase in female employment contributed to about 50 per cent of the increase in full-time employment and 75 per cent of the increase in part-time employment over the same period.

Part-time employment has made a significant contribution to growth in total employment in the ten years to August 1990. Females employed part-time comprised 16.6 per cent of total employment in August 1990, up from 13.1 per cent ten years earlier. Males employed part-time increased from 3.3 per cent to 4.7 per cent over the period. While female full-time employment also increased slightly, the contribution of male full-time employment decreased from 60.0 per cent of total employment in August 1980 to 53.9 per cent in August 1990.

While the employment/population ratio for persons increased 1.5 percentage points, from 57.4 per cent in August 1980 to 58.9 per cent in August 1990, for females the ratio increased from 41.4 per cent to 48.1 per cent (6.7 percentage points).

TABLE 3.1. EMPLOYED PERSONS : STATUS OF WORKER, AUSTRALIA, AUGUST 1980 TO AUGUST 1990
(^{'000})

August	Employers	Self-employed	Wage and salary earners	Unpaid family helpers	Total
MALES					
1980	261.5	460.4	3,249.2	11.7	3,982.8
1981	247.3	455.1	3,344.8	10.7	4,057.9
1982	250.3	462.2	3,301.2	10.7	4,024.3
1983	224.2	466.8	3,202.4	10.3	3,903.6
1984	241.9	489.3	3,276.6	10.3	4,018.0
1985	244.5	503.8	3,352.8	10.0	4,111.1
1986(a)	240.5	521.8	3,414.6	25.8	4,202.6
1987	251.3	513.6	3,487.9	24.3	4,277.1
1988	265.7	509.0	3,583.7	23.7	4,382.1
1989	256.7	534.8	3,759.5	20.8	4,571.9
1990	262.0	538.7	3,755.7	27.4	4,583.8
FEMALES					
1980	105.1	188.0	1,992.3	13.1	2,298.5
1981	98.0	188.0	2,033.9	16.0	2,335.8
1982	103.0	184.8	2,053.0	14.2	2,355.0
1983	96.9	186.3	2,040.1	14.2	2,337.4
1984	94.3	193.9	2,149.1	10.8	2,448.1
1985	107.4	209.7	2,229.8	17.6	2,564.5
1986(a)	105.5	228.0	2,342.3	40.2	2,716.0
1987	112.0	218.6	2,449.8	34.8	2,815.2
1988	114.2	236.2	2,578.2	42.8	2,971.3
1989	113.0	239.3	2,771.6	31.7	3,155.7
1990	126.4	248.2	2,827.6	39.1	3,241.2

(a) Estimates from August 1986 are based on a revised definition introduced in April 1986. See the Technical Notes for further information.

Source: The Labour Force, Australia (6203.0).

TABLE 3.2. EMPLOYED PERSONS : FULL-TIME AND PART-TIME WORKERS, AUSTRALIA, AUGUST 1980 TO AUGUST 1990

August	Males				Females				Persons		
	Married		Total		Married		Total				
	Full-time	Part-time	Full-time	Part-time	Full-time	Part-time	Full-time	Part-time	Full-time	Part-time	Total
NUMBER (^{'000})											
1980	2,634.5	85.3	3,773.8	209.0	743.4	626.9	1,477.3	821.2	5,251.1	1,030.3	6,281.4
1981	2,615.7	95.6	3,835.6	222.3	746.4	629.9	1,501.5	834.3	5,337.1	1,056.6	6,393.7
1982	2,610.7	99.8	3,782.5	241.9	749.6	631.6	1,503.4	851.6	5,285.9	1,093.4	6,379.3
1983	2,547.1	107.0	3,663.4	240.2	753.3	630.7	1,486.9	850.5	5,150.3	1,090.7	6,241.1
1984	2,593.9	105.8	3,772.5	245.5	786.6	659.3	1,546.3	901.8	5,318.8	1,147.3	6,466.1
1985	2,624.6	102.3	3,856.7	254.4	804.8	703.9	1,607.3	957.2	5,464.0	1,211.6	6,675.6
1986(a)	2,664.2	112.8	3,922.3	280.3	884.5	773.4	1,686.5	1,029.5	5,608.8	1,309.8	6,918.6
1987	2,688.4	123.8	3,960.0	317.1	910.7	809.4	1,711.1	1,104.1	5,671.1	1,421.2	7,092.3
1988	2,760.4	116.8	4,076.4	305.7	958.8	861.9	1,798.1	1,173.1	5,874.6	1,478.8	7,353.4
1989	2,823.1	132.6	4,217.5	354.4	1,022.4	904.5	1,891.5	1,264.2	6,108.9	1,618.6	7,727.6
1990	2,894.9	136.6	4,218.5	365.3	1,058.2	921.4	1,941.3	1,299.9	6,159.8	1,665.2	7,825.0
PROPORTION OF EMPLOYED PERSONS (per cent)											
1980	41.9	1.4	60.0	3.3	11.8	10.0	23.5	13.1	83.6	16.4	100.0
1981	40.9	1.5	60.0	3.5	11.7	9.9	23.5	13.0	83.5	16.5	100.0
1982	40.9	1.6	59.3	3.8	11.8	9.9	23.6	13.3	82.9	17.1	100.0
1983	40.8	1.7	58.7	3.8	12.1	10.1	23.8	13.6	82.5	17.5	100.0
1984	40.1	1.6	58.3	3.8	12.2	10.2	23.9	13.9	82.3	17.7	100.0
1985	39.3	1.5	57.8	3.8	12.1	10.5	24.1	14.3	81.9	18.1	100.0
1986(a)	38.5	1.6	56.7	4.1	12.8	11.2	24.4	14.9	81.1	18.9	100.0
1987	37.9	1.7	55.8	4.5	12.8	11.4	24.1	15.6	80.0	20.0	100.0
1988	37.5	1.6	55.4	4.2	13.0	11.7	24.5	16.0	79.9	20.1	100.0
1989	36.5	1.7	54.6	4.6	13.2	11.7	24.5	16.4	79.1	20.9	100.0
1990	37.0	1.7	53.9	4.7	13.5	11.8	24.8	16.6	78.7	21.3	100.0

(a) Estimates from August 1986 are based on a revised definition introduced in April 1986. See the Technical Notes for further information.

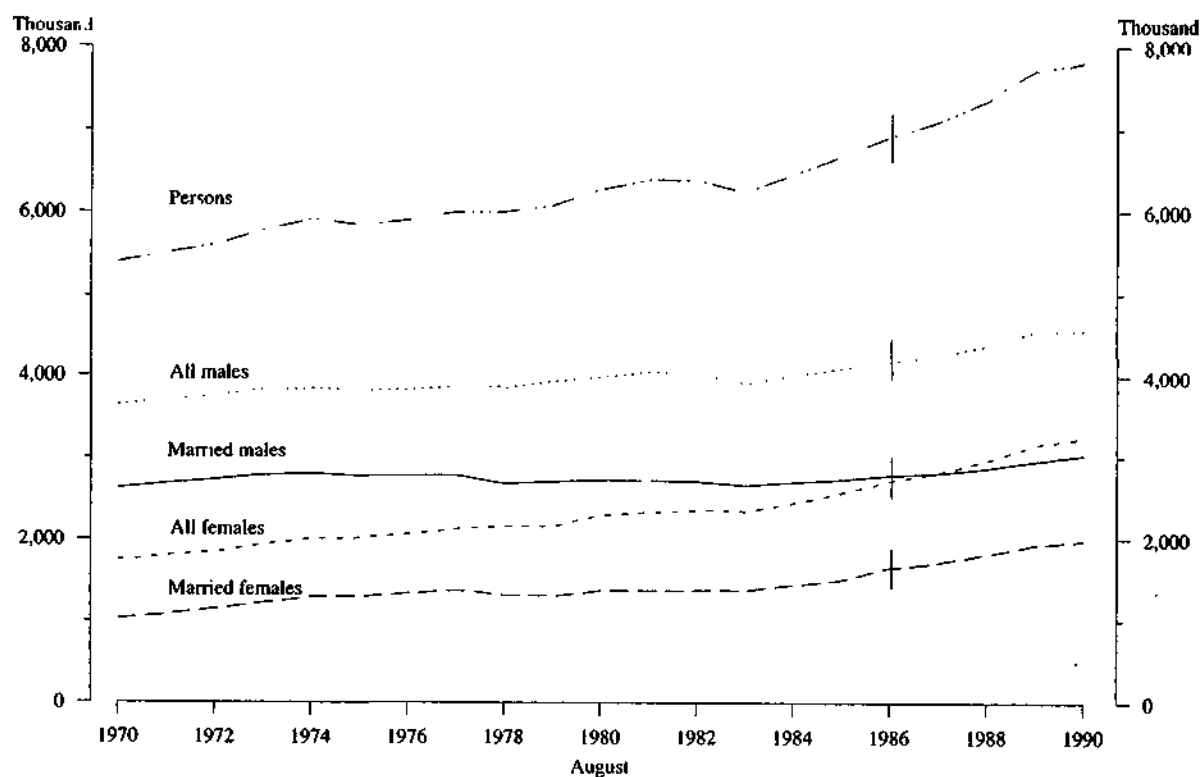
Source: The Labour Force, Australia (6203.0).

TABLE 3.3. EMPLOYED PERSONS: FULL-TIME AND PART-TIME WORKERS, BY AGE, AUSTRALIA, AUGUST 1990
(^{'000})

	Age group								Total
	15-19	20-24	25-34	35-44	45-54	55-59	60-64	65 and over	
MARRIED MALES									
Full-time workers	* 2.6	95.0	774.7	970.2	683.0	211.7	121.6	36.0	2,894.9
Part-time workers	* 0.6	3.6	23.3	25.2	23.5	15.8	22.5	22.2	136.6
Total	* 3.2	98.6	798.0	995.4	706.5	227.6	144.1	58.2	3,031.5
ALL MALES									
Full-time workers	230.9	471.8	1,174.8	1,134.6	776.2	245.7	142.3	42.2	4,218.5
Part-time workers	112.6	59.7	49.5	40.5	30.9	19.7	26.8	25.5	365.3
Total	343.5	531.5	1,224.4	1,175.1	807.1	265.3	169.2	67.8	4,583.8
MARRIED FEMALES									
Full-time workers	7.4	107.3	300.4	355.0	227.7	39.1	18.2	* 3.1	1,058.2
Part-time workers	* 2.6	27.4	265.8	355.8	188.4	47.4	23.0	11.0	921.4
Total	10.0	134.7	566.2	710.8	416.0	86.5	41.3	14.1	1,979.6
ALL FEMALES									
Full-time workers	159.1	374.6	523.9	482.4	305.1	60.6	28.8	6.7	1,941.3
Part-time workers	163.7	100.4	317.5	400.0	214.1	55.3	30.7	18.3	1,299.9
Total	322.8	475.0	841.4	882.4	519.2	115.9	59.5	25.0	3,241.2
PERSONS									
Full-time workers	390.1	846.4	1,698.7	1,616.9	1,081.3	306.2	171.2	49.0	6,159.8
Part-time workers	276.3	160.1	367.0	440.5	244.9	75.0	57.5	43.8	1,665.2
Total	666.4	1,006.5	2,065.8	2,057.5	1,326.3	381.2	228.7	92.7	7,825.0

Sources: *The Labour Force, Australia* (6203.0).

CHART 3.1. EMPLOYED PERSONS: MARITAL STATUS AND SEX, AUSTRALIA



Indicates break in series. Estimates from August 1986 are based on a revised definition introduced in April 1986. See the Technical Notes for further information.

Source: *The Labour Force, Australia* (6203.0).

TABLE 3.4. EMPLOYED PERSONS : ANNUAL CHANGE BY MARITAL STATUS AND SEX, AUSTRALIA, AUGUST 1985 TO AUGUST 1990
(per cent)

August	Males			Females			Persons		
	Full-time	Part-time	Total	Full-time	Part-time	Total	Full-time	Part-time	Total
MARRIED									
1985	1.2	-3.3	1.0	2.3	6.8	4.3	1.4	5.4	2.2
1986(a)	1.5	10.3	1.8	9.9	9.9	9.9	3.5	9.9	4.7
1987	0.9	9.8	1.3	3.0	4.7	3.8	1.4	5.3	2.2
1988	2.7	-5.7	2.3	5.3	6.5	5.8	3.3	4.9	3.7
1989	2.3	13.5	2.7	6.6	4.9	5.8	3.4	6.0	3.9
1990	2.5	3.1	2.6	3.5	1.9	2.7	2.8	2.0	2.6
NOT MARRIED									
1985	4.5	8.9	5.0	5.6	4.5	5.3	5.0	5.8	5.1
1986(a)	2.1	10.2	3.0	-0.1	1.1	0.2	1.3	4.7	1.8
1987	1.1	15.3	2.8	-0.2	15.1	3.5	0.6	15.2	3.1
1988	3.5	-2.3	2.7	4.9	5.6	5.1	4.0	2.5	3.7
1989	5.9	17.5	7.4	3.6	15.6	6.8	5.0	16.3	7.1
1990	-5.1	3.1	-4.0	1.6	5.2	2.7	-2.5	4.4	-1.1
TOTAL									
1985	2.2	3.6	2.3	3.9	6.1	4.8	2.7	5.6	3.2
1986(a)	1.7	10.2	2.2	4.9	7.6	5.9	2.7	8.1	3.6
1987	1.0	13.1	1.8	1.5	10.6	3.7	1.1	8.5	2.5
1988	2.9	-3.6	2.5	5.1	6.2	5.5	3.6	4.1	3.7
1989	3.5	15.9	4.3	5.2	7.8	6.2	4.0	9.5	5.1
1990	0.0	3.1	0.3	2.6	2.8	2.7	0.8	2.9	1.3

(a) Estimates from August 1986 are based on a revised definition introduced in April 1986. See the Technical Notes for further information.

Source: *The Labour Force, Australia* (6203.0).

TABLE 3.5. EMPLOYMENT/POPULATION RATIOS(a), AUSTRALIA, AUGUST 1980 TO AUGUST 1990
(per cent)

August	Age group								Total
	15-19	20-24	25-34	35-44	45-54	55-59	60-64	65 and over	
MALES									
1980	53.6	82.8	91.7	93.6	88.8	81.3	47.8	11.0	74.0
1981	54.9	83.7	91.5	92.9	88.7	78.3	49.1	10.4	73.8
1982	52.3	79.3	89.7	91.7	86.7	76.6	45.5	9.1	71.7
1983	44.9	74.1	86.8	89.3	85.0	73.0	39.8	8.3	68.3
1984	46.0	76.6	87.8	89.9	84.9	72.6	39.9	8.8	69.1
1985	46.6	78.6	87.7	90.6	85.7	71.1	39.3	8.6	69.3
1986(b)	47.6	78.1	88.4	90.0	85.1	71.2	42.3	8.3	69.3
1987	47.1	78.2	88.0	90.0	85.7	70.2	41.6	8.4	69.1
1988	47.9	80.3	88.5	90.6	83.4	68.9	43.3	8.3	69.3
1989	52.0	82.1	89.9	90.0	86.1	71.5	46.2	8.4	70.9
1990	48.5	78.0	87.6	90.7	86.7	72.4	46.3	8.3	69.8
FEMALES									
1980	48.1	64.6	49.8	56.2	46.0	28.3	13.2	2.9	41.4
1981	47.4	64.5	49.6	55.5	47.5	29.0	11.7	2.5	41.2
1982	46.6	63.8	50.0	55.2	47.7	25.0	9.6	2.5	40.7
1983	44.4	62.7	47.8	54.1	46.2	27.3	11.9	2.1	39.7
1984	44.7	64.4	51.0	55.4	47.8	26.6	11.4	2.5	40.9
1985	46.4	65.9	53.3	58.2	48.0	26.1	11.1	1.9	42.0
1986(b)	45.5	67.3	55.5	60.8	52.0	27.5	12.5	1.9	43.6
1987	43.2	67.7	57.2	61.8	52.8	29.5	13.1	2.6	44.3
1988	47.1	67.6	58.0	65.0	54.8	30.5	14.0	2.5	45.8
1989	48.8	71.3	61.2	67.1	56.9	31.3	13.3	2.2	47.6
1990	47.4	71.2	60.4	68.8	58.6	32.5	16.2	2.3	48.1
PERSONS									
1980	50.9	73.7	70.8	75.2	67.9	54.6	29.7	6.3	57.4
1981	51.2	74.1	70.6	74.5	68.5	53.6	29.5	5.8	57.3
1982	49.5	71.6	69.8	73.8	67.6	50.8	26.8	5.3	56.0
1983	44.6	68.4	67.3	71.9	66.0	50.3	25.3	4.7	53.8
1984	45.3	70.5	69.4	72.9	66.8	49.9	25.2	5.1	54.8
1985	46.5	72.3	70.5	74.7	67.3	48.9	24.8	4.8	55.5
1986(b)	46.6	72.7	71.9	75.6	69.0	49.7	27.1	4.6	56.3
1987	45.2	73.0	72.6	76.0	69.7	50.2	27.1	5.0	56.5
1988	47.5	74.0	73.2	77.9	69.5	50.0	28.4	5.0	57.4
1989	50.4	76.8	75.6	78.7	71.9	51.7	29.6	4.8	59.1
1990	47.9	74.6	74.0	79.8	73.0	52.7	31.2	4.8	58.9

(a) The employment/population ratio for any group is the number of employed persons expressed as a percentage of the civilian population aged 15 and over in the same group. (b) Estimates from August 1986 are based on a revised definition introduced in April 1986. See the Technical Notes for further information.

Source: *The Labour Force, Australia* (6203.0).

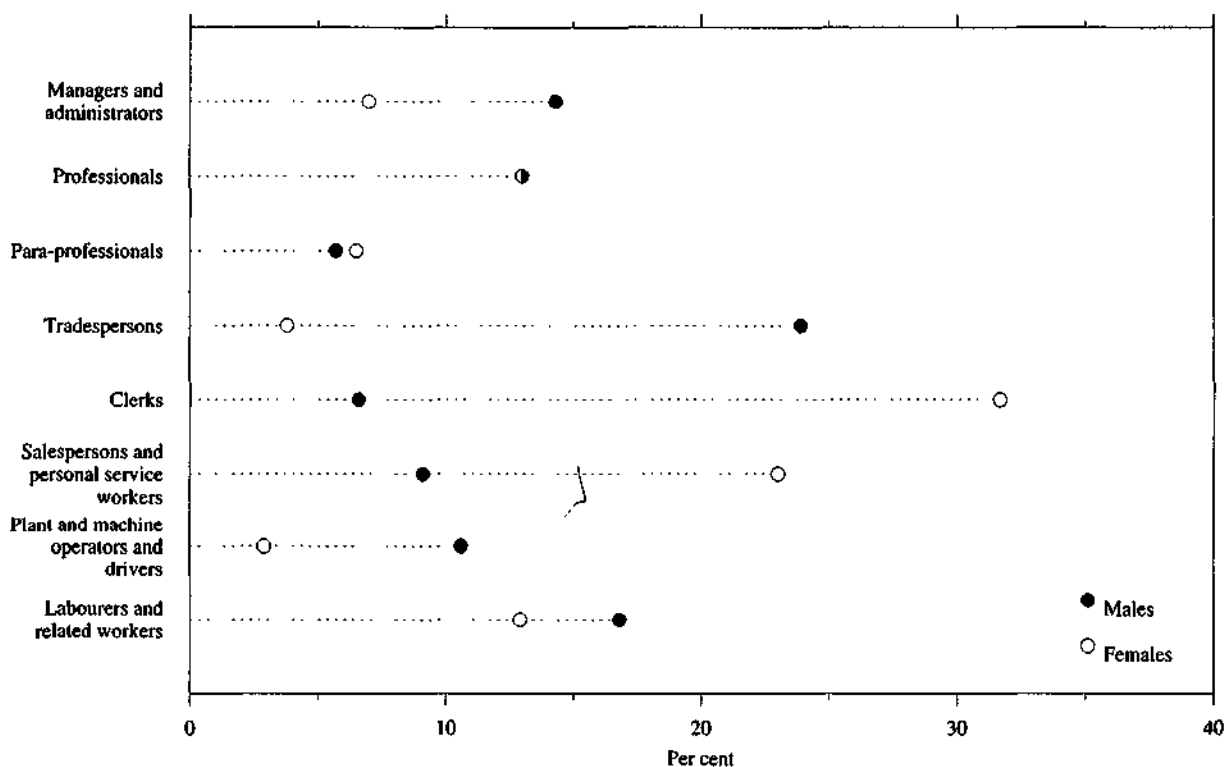
TABLE 3.6. EMPLOYED PERSONS: MAJOR AND MINOR OCCUPATION GROUPS, AUSTRALIA, AUGUST 1990
(^{'000})

Occupation major and minor group(a)	Females			Persons
	Males	Married	Total	
MANAGERS AND ADMINISTRATORS	656.4	160.2	204.6	861.0
Legislators and government appointed officials	* 3.1	* 0.1	* 0.1	* 3.2
General managers	39.0	* 2.2	4.4	43.5
Specialist managers	149.9	18.5	33.4	183.3
Farmers and farm managers	184.7	66.1	71.0	255.7
Managing supervisors (sales and service)	171.1	61.8	81.0	252.1
Managing supervisors (other business)	108.6	11.6	14.6	123.2
PROFESSIONALS	593.7	261.7	420.0	1,013.7
Natural scientists	25.7	6.3	11.5	37.2
Building professionals and engineers	110.6	* 2.5	4.3	114.8
Health diagnosis and treatment practitioners	48.5	23.2	41.3	89.8
School teachers	79.6	113.4	166.3	245.8
Other teachers and instructors	49.8	37.6	54.1	103.9
Social professionals	41.6	11.1	22.7	64.3
Business professionals	172.8	41.0	70.2	243.0
Artists and related professionals	44.4	10.7	23.6	68.0
Miscellaneous professionals	20.7	15.9	26.2	46.8
PARA-PROFESSIONALS	262.8	123.0	209.1	471.9
Medical and science technical officers and technicians	16.1	10.0	17.3	33.4
Engineering and building associates and technicians	79.9	* 2.3	7.7	87.5
Air and sea transport technical workers	16.0	* 0.2	* 0.2	16.1
Registered nurses	15.1	90.2	144.6	159.7
Police	42.2	* 1.6	4.2	46.5
Miscellaneous para-professionals	93.5	18.7	35.2	128.7
TRADESPERSONS	1,094.0	67.9	121.9	1,215.9
Metal fitting and machining tradespersons	118.3	* 0.4	* 1.3	119.6
Other metal tradespersons	110.3	* 1.0	* 2.1	112.5
Electrical and electronics tradespersons	184.6	* 2.1	4.1	188.7
Building tradespersons	258.1	* 2.3	4.3	262.3
Printing tradespersons	40.0	4.4	7.8	47.8
Vehicle tradespersons	143.6	* 0.4	* 1.2	144.8
Food tradespersons	85.0	19.5	29.1	114.1
Amenity horticultural tradespersons	46.9	5.0	7.4	54.2
Miscellaneous tradespersons	107.3	32.8	64.5	171.8
CLERKS	301.7	643.6	1,027.4	1,329.2
Stenographers and typists	4.1	175.0	279.8	283.9
Data processing and business machine operators	22.3	43.9	75.3	97.6
Numerical clerks	121.8	221.8	324.7	446.5
Filing, sorting and copying clerks	19.4	23.1	41.7	61.1
Material recording and despatching clerks	46.0	17.1	28.9	74.9
Receptionists, telephonists and messengers	22.1	89.1	152.5	174.6
Miscellaneous clerks	66.0	73.6	124.5	190.4
SALESPERSONS AND PERSONAL SERVICE WORKERS	418.2	367.7	745.1	1,163.3
Investment, insurance and real estate salespersons	71.0	11.7	21.4	92.4
Sales representatives	94.7	16.9	26.3	121.0
Sales assistants	161.6	162.1	334.4	496.0
Tellers, cashiers and ticket salespersons	21.3	43.3	109.0	130.4
Miscellaneous salespersons	51.4	47.4	110.9	162.3
Personal service workers	18.1	86.3	143.2	161.3
PLANT AND MACHINE OPERATORS, AND DRIVERS	486.0	71.0	94.4	580.5
Road and rail transport drivers	239.5	11.9	17.1	256.6
Mobile plant operators (except transport)	99.0	* 0.5	* 1.0	100.0
Stationary plant operators	61.7	* 0.5	* 0.5	62.2
Machine operators	85.9	58.1	75.8	161.7
LABOURERS AND RELATED WORKERS	770.9	284.4	418.7	1,189.6
Trades assistants and factory hands	198.0	55.1	88.0	286.0
Agricultural labourers and related workers	98.6	21.9	33.8	132.4
Cleaners	64.1	105.0	141.9	206.0
Construction and mining labourers	138.0	* 1.5	* 1.9	139.9
Miscellaneous labourers and related workers	272.2	100.9	153.0	425.2
TOTAL	4,583.8	1,979.6	3,241.2	7,825.0

(a) Classified according to the Australian Standard Classification of Occupations, ASCO 1986.

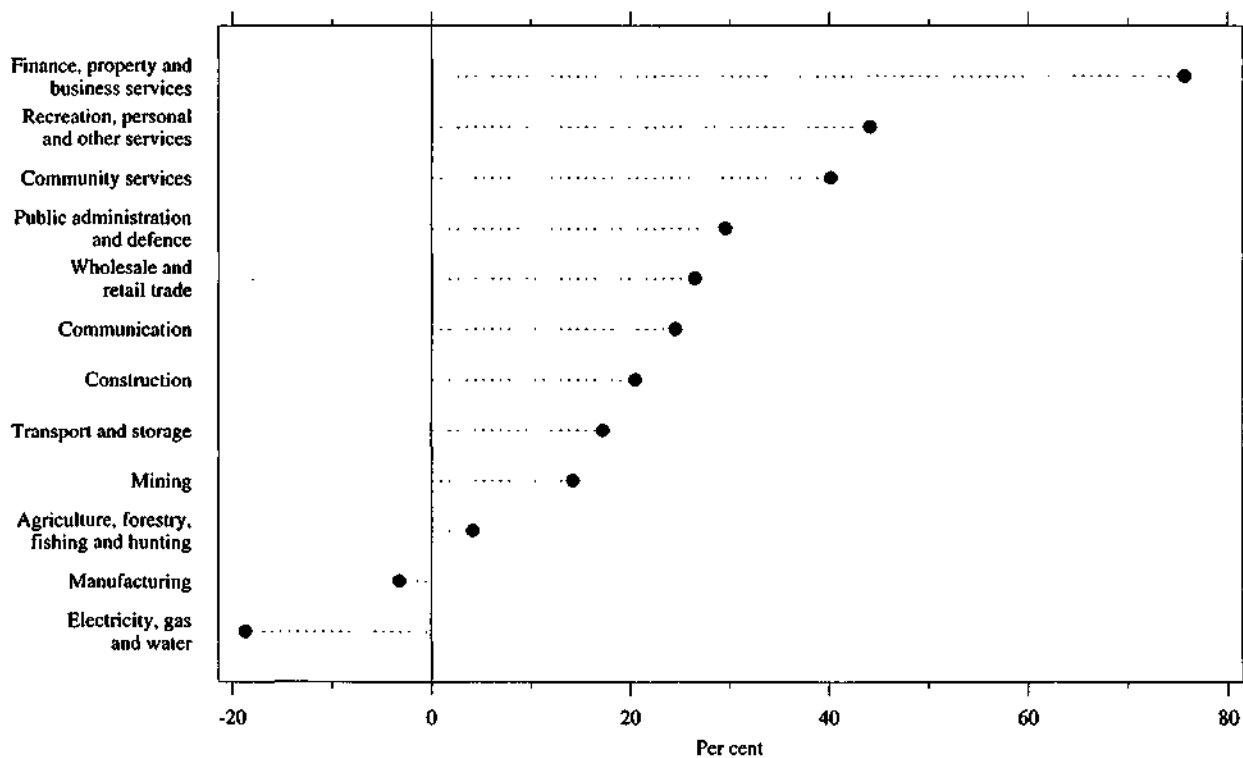
Source: *The Labour Force, Australia* (6203.0).

CHART 3.2. EMPLOYED PERSONS: PERCENTAGE OF TOTAL EMPLOYED PERSONS BY OCCUPATION AND SEX, AUSTRALIA, AUGUST 1990



Source: *The Labour Force, Australia* (6203.0).

CHART 3.3. EMPLOYED PERSONS: INDUSTRY, PERCENTAGE CHANGE BETWEEN AUGUST 1980 AND AUGUST 1990, AUSTRALIA



Note: Estimates from August 1986 are based on a revised definition introduced in April 1986. See the Technical Notes for further information.

Source: *The Labour Force, Australia* (6203.0)

TABLE 3.7. EMPLOYED PERSONS : INDUSTRY, AUSTRALIA, AUGUST 1980 TO AUGUST 1990
(^{'000})

Industry	August										
	1980	1981	1982	1983	1984	1985	1986(a)	1987	1988	1989	1990
MALES											
Agriculture, forestry, fishing and hunting	311.5	307.0	306.0	314.3	302.6	303.9	299.3	294.7	304.7	291.3	304.5
Mining	77.1	90.0	82.0	87.4	83.9	92.0	88.0	88.9	87.3	94.1	86.6
Manufacturing	937.4	927.9	900.6	849.7	849.4	812.6	826.5	850.3	887.0	895.3	882.6
Electricity, gas and water	119.8	111.6	119.2	124.8	134.4	127.5	123.1	106.1	102.6	103.0	92.5
Construction	437.4	425.6	422.9	346.4	380.4	412.9	427.2	427.9	462.0	526.0	510.1
Wholesale and retail trade	725.2	729.0	707.2	689.4	722.7	755.2	781.5	796.0	839.6	871.5	885.4
Transport and storage	290.8	297.4	314.9	310.3	297.4	318.7	327.2	308.2	305.6	325.1	320.0
Communication	85.4	97.8	96.9	104.4	99.9	113.0	107.4	104.1	99.3	101.5	106.0
Finance, property and business services	286.7	306.7	314.7	300.3	325.5	359.8	363.8	410.5	404.5	451.2	449.5
Public administration and defence	186.0	200.1	196.3	211.0	214.7	203.4	210.0	222.7	201.0	197.3	216.8
Community services	365.5	387.4	391.3	400.0	411.6	425.9	446.4	452.3	463.4	476.5	487.9
Recreation, personal and other services	160.0	177.6	172.2	165.5	194.5	186.3	202.1	215.3	225.1	239.0	242.0
Total	3,982.8	4,057.9	4,024.3	3,903.6	4,018.0	4,111.1	4,202.6	4,277.1	4,382.1	4,571.9	4,583.8
FEMALES											
Agriculture, forestry, fishing and hunting	95.9	108.8	104.1	97.3	97.1	111.2	116.2	107.7	123.6	115.0	120.2
Mining	7.0	9.2	9.1	6.9	8.4	9.6	7.4	9.7	8.0	11.3	9.5
Manufacturing	302.6	308.1	295.6	282.3	292.8	300.6	305.1	304.2	316.6	340.7	317.8
Electricity, gas and water	9.1	13.3	9.6	11.3	13.6	11.2	14.5	13.5	11.4	10.4	12.4
Construction	48.4	49.0	43.8	41.5	43.1	58.3	66.2	60.1	67.2	75.4	75.2
Wholesale and retail trade	549.1	545.0	541.3	527.7	548.4	569.5	609.2	615.6	662.5	735.4	726.7
Transport and storage	52.1	53.3	60.4	54.9	57.5	58.7	69.1	67.1	73.5	82.4	82.2
Communication	31.0	33.1	32.7	35.9	32.0	36.2	41.7	35.3	35.5	38.3	38.9
Finance, property and business services	228.3	252.6	272.2	274.2	294.8	308.2	339.4	360.6	401.0	424.0	454.8
Public administration and defence	96.3	99.2	90.3	103.0	107.9	121.9	115.8	129.3	121.7	126.7	149.1
Community services	649.1	641.8	665.5	677.3	727.7	734.5	775.8	831.4	845.2	880.4	934.9
Recreation, personal and other services	229.6	222.2	230.3	225.3	225.1	244.6	255.6	281.0	305.0	315.7	319.4
Total	2,298.5	2,335.8	2,355.0	2,337.4	2,448.1	2,564.5	2,716.0	2,815.2	2,971.3	3,155.7	3,241.2
PERSONS											
Agriculture, forestry, fishing and hunting	407.4	415.9	410.2	411.7	399.6	415.1	415.5	402.4	428.2	406.2	424.7
Mining	84.1	99.1	91.2	94.3	92.2	101.6	95.5	98.5	95.3	105.4	96.1
Manufacturing	1,240.0	1,236.0	1,196.3	1,132.0	1,142.2	1,113.2	1,131.6	1,154.4	1,203.6	1,236.0	1,200.4
Electricity, gas and water	128.9	125.0	128.8	136.0	148.0	138.7	137.5	119.6	113.9	113.4	104.8
Construction	485.8	474.6	466.7	388.0	423.5	471.2	493.4	487.9	529.2	601.4	585.3
Wholesale and retail trade	1,274.3	1,273.9	1,248.5	1,217.1	1,271.2	1,324.7	1,390.7	1,411.6	1,502.2	1,606.9	1,612.1
Transport and storage	342.9	350.7	375.2	365.2	354.9	377.4	396.4	375.3	379.1	407.5	402.2
Communication	116.4	130.9	129.6	140.3	131.9	149.2	149.1	139.5	134.8	139.8	145.0
Finance, property and business services	515.0	559.4	587.0	574.5	620.3	668.0	703.2	771.1	805.5	875.2	904.3
Public administration and defence	282.3	299.2	286.6	314.0	322.5	325.3	325.9	352.0	322.7	324.0	366.0
Community services	1,014.6	1,029.2	1,056.8	1,077.3	1,139.3	1,160.4	1,222.2	1,283.7	1,308.6	1,356.9	1,422.8
Recreation, personal and other services	389.6	399.8	402.5	390.8	420.6	430.9	457.7	496.3	530.2	554.7	561.3
Total	6,281.4	6,393.7	6,379.3	6,241.1	6,466.1	6,675.6	6,918.6	7,092.3	7,353.4	7,727.6	7,825.0

(a) Estimates from August 1986 are based on a revised definition introduced in April 1986. See the Technical Notes for further information.

Source: The Labour Force, Australia (6203 0)

TABLE 3.8. EMPLOYED PERSONS : PROPORTIONS BY INDUSTRY, AUSTRALIA, AUGUST 1980 TO AUGUST 1990
(per cent)

Industry	August										
	1980	1981	1982	1983	1984	1985	1986(a)	1987	1988	1989	1990
MALES											
Agriculture, forestry, fishing and hunting	7.8	7.6	7.6	8.1	7.5	7.4	7.1	6.9	7.0	6.4	6.6
Mining	1.9	2.2	2.0	2.2	2.1	2.2	2.1	2.1	2.0	2.1	1.9
Manufacturing	23.5	22.9	22.4	21.8	21.1	19.8	19.7	19.9	20.2	19.6	19.3
Electricity, gas and water	3.0	2.8	3.0	3.2	3.3	3.1	2.9	2.5	2.3	2.3	2.0
Construction	11.0	10.5	10.5	8.9	9.5	10.0	10.2	10.0	10.5	11.5	11.1
Wholesale and retail trade	18.2	18.0	17.6	17.7	18.0	18.4	18.6	18.6	19.2	19.1	19.3
Transport and storage	7.3	7.3	7.8	7.9	7.4	7.8	7.8	7.2	7.0	7.1	7.0
Communication	2.1	2.4	2.4	2.7	2.5	2.7	2.6	2.4	2.3	2.2	2.3
Finance, property and business services	7.2	7.6	7.8	7.7	8.1	8.8	8.7	9.6	9.2	9.9	9.8
Public administration and defence	4.7	4.9	4.9	5.4	5.3	4.9	5.0	5.2	4.6	4.3	4.7
Community services	9.2	9.5	9.7	10.2	10.2	10.4	10.6	10.6	10.6	10.4	10.6
Recreation, personal and other services	4.0	4.4	4.3	4.2	4.9	4.5	4.8	5.0	5.1	5.2	5.3
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
FEMALES											
Agriculture, forestry, fishing and hunting	4.1	4.7	4.4	4.2	4.0	4.3	4.3	3.8	4.2	3.6	3.7
Mining	0.3	0.4	0.4	0.3	0.3	0.4	0.3	0.3	0.3	0.4	0.3
Manufacturing	13.1	13.2	12.6	12.1	12.0	11.7	11.2	10.8	10.7	10.8	9.8
Electricity, gas and water	0.4	0.6	0.4	0.5	0.6	0.4	0.5	0.5	0.4	0.3	0.4
Construction	2.1	2.1	1.9	1.8	1.8	2.3	2.4	2.1	2.3	2.4	2.3
Wholesale and retail trade	23.9	23.3	23.0	22.6	22.4	22.2	22.4	21.9	22.3	23.3	22.4
Transport and storage	2.3	2.3	2.6	2.3	2.3	2.3	2.5	2.4	2.5	2.6	2.5
Communication	1.3	1.4	1.4	1.5	1.3	1.4	1.5	1.3	1.2	1.2	1.2
Finance, property and business services	9.9	10.8	11.6	11.7	12.0	12.0	12.5	12.8	13.5	13.4	14.0
Public administration and defence	4.2	4.2	3.8	4.4	4.4	4.8	4.3	4.6	4.1	4.0	4.6
Community services	28.2	27.5	28.3	29.0	29.7	28.6	28.6	29.5	28.4	27.9	28.8
Recreation, personal and other services	10.0	9.5	9.8	9.6	9.2	9.5	9.4	10.0	10.3	10.0	9.9
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
PERSONS											
Agriculture, forestry, fishing and hunting	6.5	6.5	6.4	6.6	6.2	6.2	6.0	5.7	5.8	5.3	5.4
Mining	1.3	1.5	1.4	1.5	1.4	1.5	1.4	1.4	1.3	1.4	1.2
Manufacturing	19.7	19.3	18.8	18.1	17.7	16.7	16.4	16.3	16.4	16.0	15.3
Electricity, gas and water	2.1	2.0	2.0	2.2	2.3	2.1	2.0	1.7	1.5	1.5	1.3
Construction	7.7	7.4	7.3	6.2	6.5	7.1	7.1	6.9	7.2	7.8	7.5
Wholesale and retail trade	20.3	19.9	19.6	19.5	19.7	19.8	20.1	19.9	20.4	20.8	20.6
Transport and storage	5.5	5.5	5.9	5.9	5.5	5.7	5.7	5.3	5.2	5.3	5.1
Communication	1.9	2.0	2.0	2.2	2.0	2.2	2.2	2.0	1.8	1.8	1.9
Finance, property and business services	8.2	8.7	9.2	9.2	9.6	10.0	10.2	10.9	11.0	11.3	11.6
Public administration and defence	4.5	4.7	4.5	5.0	5.0	4.9	4.7	5.0	4.4	4.2	4.7
Community services	16.2	16.1	16.6	17.3	17.6	17.4	17.7	18.1	17.8	17.6	18.2
Recreation, personal and other services	6.2	6.3	6.3	6.3	6.5	6.5	6.6	7.0	7.2	7.2	7.2
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

(a) Estimates from August 1986 are based on a revised definition introduced in April 1986. See the Technical Notes for further information.

Source: The Labour Force, Australia (6203.0).

Employed Wage and Salary Earners (Source: Employed Wage and Salary Earners, Australia (6248.0))

The Survey of Employment and Earnings is completed by a sample of employers. The survey has two components. One is a sample survey of about 15,000 private employers in industries other than agriculture, forestry, fishing and hunting; the other is a sample of 2,500 Government agencies. In contrast to the Monthly Labour Force Survey, the Survey of Employment and Earnings is conducted by mail and, as in all ABS employer surveys, covers only wage and salary earners who receive pay for any part of the survey reference period. Employed wage and salary earner data from the Survey of Employment and Earnings are presented below and analysed according to private/public sector, industry and size of employer. Caution should be exercised when using data from June 1990 onwards (See the Technical Notes).

In the year to May 1990, the number of wage and salary earners increased by 80,500 (1.3%) to 6,232,900. Growth in the private sector continued with a 1.4 per cent increase while the downward trend in the public sector turned around with an increase of 1.0 per cent.

During the year to May 1990 the Finance, property and business services industry displayed the strongest percentage growth with 7.7 per cent (59,600) to 829,400, while the Electricity, gas and water industry showed the largest fall of 6.1 per cent (7,500) to 115,500.

In the year to May 1990 an increase of 80,500 wage and salary earners consisted of 37,100 working part time (46.1% of the total increase) and 43,400 working full time. The greatest increase for those working part time occurred in the Community services industry (13,500 or 36.4% of the total increase) and for those working full time in the Finance, property and business services industry (48,900 or 112.7% of the total increase). The total number of female wage and salary earners increased by 2.5 per cent to 2,775,900 during this period while the total number of males increased by 0.4 per cent to 3,457,000.

TABLE 3.9. EMPLOYED WAGE AND SALARY EARNERS : FULL TIME AND PART TIME, INDUSTRY AND SECTOR, AUSTRALIA

Industry/Sector	Number of employees ('000)								
	May 1988			May 1989			May 1990		
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons
FULL TIME									
<i>Industry—</i>									
Mining	75.6	7.0	82.5	73.7	6.6	80.4	73.4	7.0	80.4
Manufacturing	738.7	225.9	964.6	735.8	239.6	975.3	728.7	232.8	961.4
Electricity, gas and water	114.1	12.4	126.5	108.4	12.0	120.4	100.3	12.0	112.3
Construction	232.7	29.0	261.6	248.3	30.4	278.8	242.6	34.9	277.5
Wholesale trade	256.4	89.8	346.2	264.4	100.4	364.7	255.4	98.7	354.1
Retail trade	284.5	185.4	469.9	290.9	195.8	486.7	292.0	186.3	478.4
Transport and storage	216.7	43.3	260.0	223.6	49.8	273.4	216.5	52.3	268.7
Communication	97.8	26.8	124.6	92.9	28.4	121.2	95.3	29.4	124.7
Finance, property and business services	301.9	270.5	572.4	312.1	296.9	609.0	343.9	314.0	657.9
Public administration and defence	188.6	96.6	285.2	184.3	94.5	278.8	181.6	95.1	276.6
Community services	366.5	467.3	833.8	380.5	478.1	858.6	387.7	499.7	887.4
Recreation, personal and other services	101.5	86.9	188.4	108.9	88.7	197.6	111.6	97.0	208.7
Total all industries(a)	2,981.3	1,542.0	4,523.3	3,029.6	1,622.3	4,651.9	3,035.2	1,660.1	4,695.3
<i>Sector—</i>									
Private	2,034.5	1,010.2	3,044.7	2,108.3	1,086.3	3,194.6	2,120.8	1,097.5	3,218.3
Public(a)	946.7	531.8	1,478.5	921.4	536.0	1,457.3	914.4	562.6	1,477.0
PART TIME									
<i>Industry—</i>									
Mining	1.8	1.4	3.2	1.6	1.1	2.7	1.7	1.1	2.8
Manufacturing	29.3	59.4	88.7	29.6	57.7	87.3	30.0	65.2	95.2
Electricity, gas and water	0.5	1.4	1.8	0.9	1.7	2.6	1.2	1.9	3.1
Construction	14.9	13.3	28.3	13.7	14.3	28.1	12.8	17.4	30.2
Wholesale trade	17.7	33.3	51.1	19.4	34.5	53.9	18.5	34.1	52.6
Retail trade	102.3	255.4	357.7	108.7	275.1	383.8	111.7	272.4	384.1
Transport and storage	19.7	10.3	30.0	20.9	16.5	37.4	22.5	15.8	38.3
Communication	2.4	4.3	6.7	2.0	4.9	6.9	1.1	5.1	6.2
Finance, property and business services	45.1	117.2	162.2	44.1	116.8	160.9	47.8	123.8	171.5
Public administration and defence	7.0	27.1	34.0	8.1	30.3	38.4	7.1	30.2	37.3
Community services	69.7	346.4	416.1	73.9	357.6	431.5	74.1	370.9	445.0
Recreation, personal and other services	87.4	163.4	250.8	91.5	175.3	266.7	93.2	177.6	270.8
Total all industries(a)	398.0	1,033.2	1,431.2	414.4	1,086.1	1,500.5	421.8	1,115.8	1,537.6
<i>Sector—</i>									
Private	339.0	826.1	1,165.2	354.3	873.9	1,228.2	364.0	904.5	1,268.5
Public(a)	59.0	207.1	266.0	60.1	212.2	272.3	57.8	211.3	269.1

(a) Includes employees of government agencies classified to Agriculture, forestry, fishing and hunting.

Source: Employed Wage and Salary Earners, Australia (6248.0).

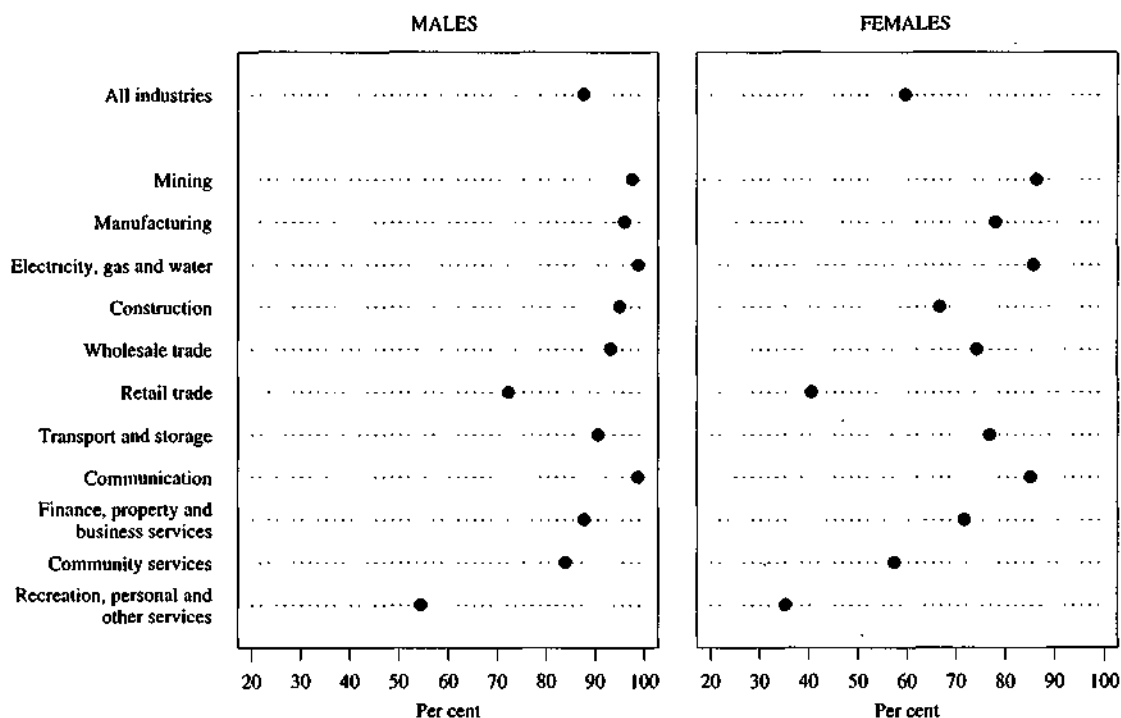
TABLE 3.10. EMPLOYED WAGE AND SALARY EARNERS : SECTOR AND INDUSTRY, AUSTRALIA, MAY 1990
(^{'000})

Industry	Public sector			Private sector			Total		
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons
Mining	5.8	0.3	6.1	69.3	7.9	77.2	75.2	8.1	83.3
Manufacturing	29.1	5.3	34.4	729.6	292.6	1,022.1	758.7	297.9	1,056.6
Electricity, gas and water	99.8	13.4	113.2	1.7	0.6	2.3	101.5	14.0	115.5
Construction	36.9	7.2	44.1	218.5	45.1	263.5	255.3	52.3	307.6
Wholesale trade	1.7	0.7	2.4	272.3	132.1	404.4	273.9	132.8	406.7
Retail trade	0.8	0.8	1.6	402.9	458.0	860.9	403.7	458.8	862.5
Transport and storage	114.7	17.8	132.5	124.3	50.2	174.5	239.0	68.0	307.0
Communication	96.0	33.5	129.5	0.5	0.9	1.5	96.5	34.5	131.0
Finance, property and business services	51.7	65.6	117.3	340.0	372.2	712.2	391.6	437.8	829.4
Public administration and defence	188.7	125.2	313.9	-	-	-	188.7	125.2	313.9
Community services	328.3	490.0	818.3	133.5	380.6	514.1	461.8	870.6	1,332.4
Health	80.4	219.7	300.0	40.2	200.4	240.6	120.6	420.1	540.6
Education, museum and library services	158.6	232.1	390.7	32.3	83.8	116.1	190.9	315.9	506.8
Welfare and religious institutions	6.0	12.6	18.6	25.3	64.3	89.6	31.3	76.9	108.1
Other community services	83.3	25.6	108.9	35.7	32.2	67.9	119.0	57.8	176.8
Recreation, personal and other services	12.6	12.8	25.4	192.3	261.8	454.1	204.9	274.6	479.5
Total all industries(a)	972.2	773.9	1,746.1	2,484.8	2,002.0	4,486.8	3,457.0	2,775.9	6,232.9

(a) Includes, for the public sector, 6,300 males and 1,200 females in Agriculture, forestry, fishing and hunting; similar data for the private sector are not collected.

Source: *Employed Wage and Salary Earners, Australia (6248.0)*.

CHART 3.4. EMPLOYED WAGE AND SALARY EARNERS: FULL-TIME EMPLOYEES AS A PERCENTAGE OF TOTAL, BY INDUSTRY, AUSTRALIA, MAY 1990



Source: *Employed Wage and Salary Earners, Australia (6248.0)*

CHART 3.5. EMPLOYED WAGE AND SALARY EARNERS: PROPORTION OF EMPLOYEES BY EMPLOYER UNIT SIZE, PRIVATE SECTOR AND INDUSTRY, AUSTRALIA, MAY 1990

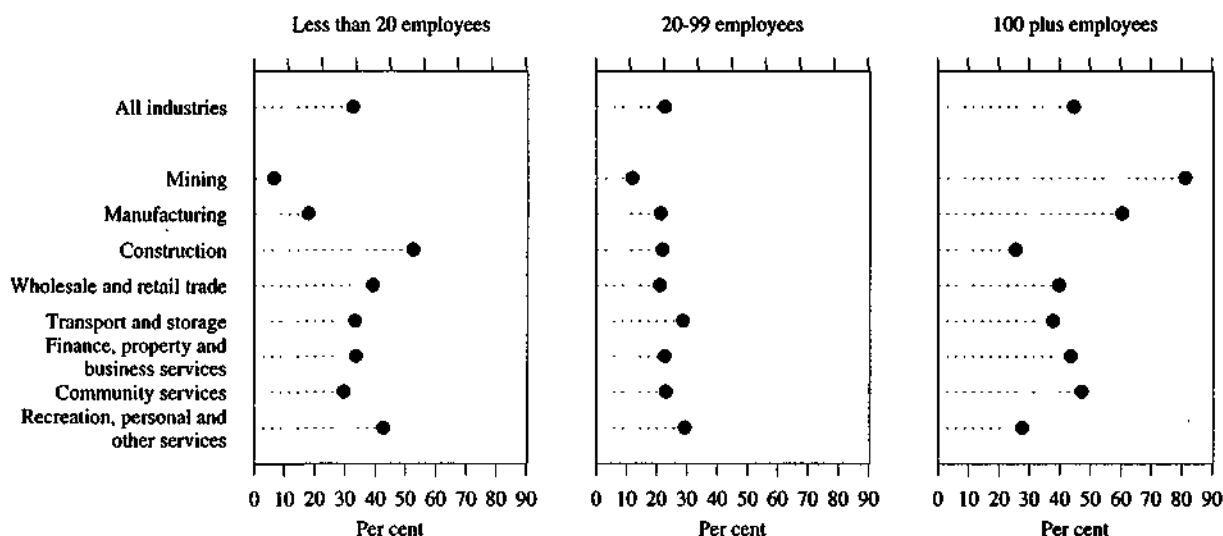


CHART 3.6. EMPLOYED WAGE AND SALARY EARNERS: INDUSTRY AND SECTOR AUSTRALIA, MAY 1990

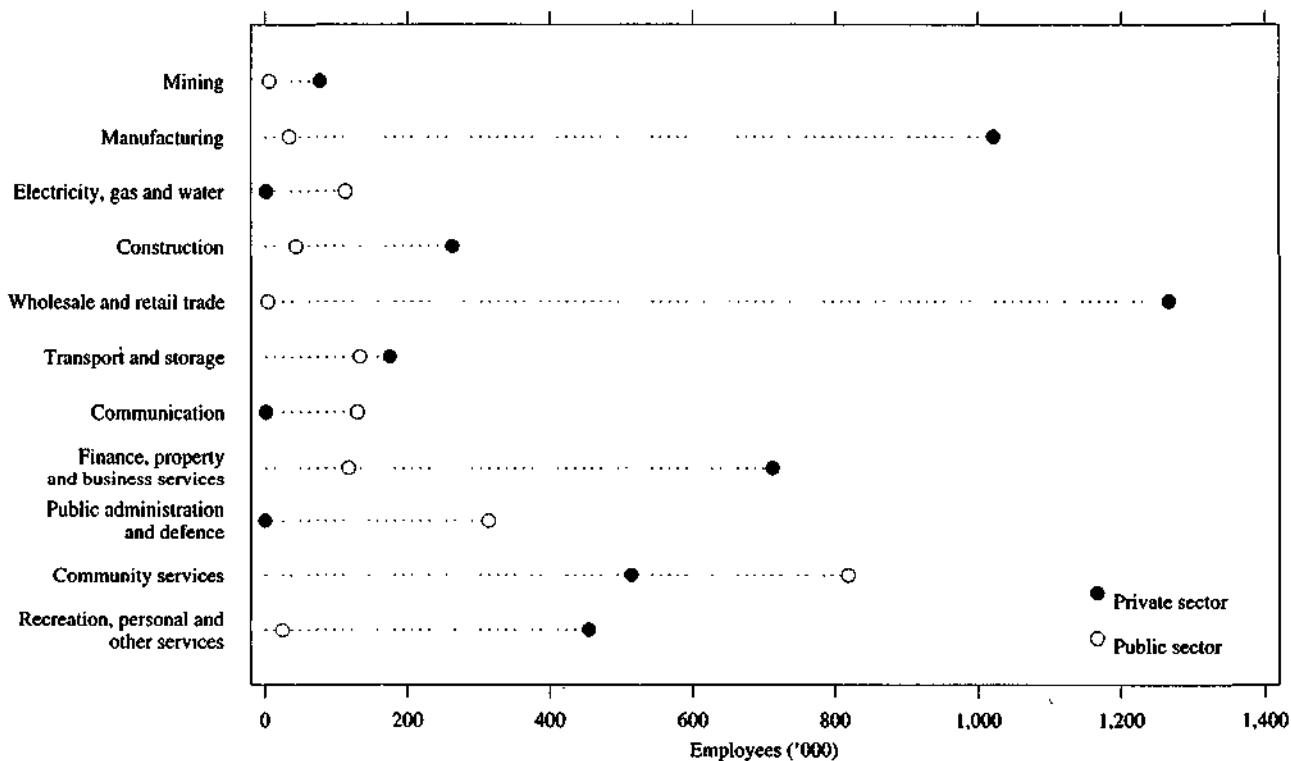


TABLE 3.11. EMPLOYED WAGE AND SALARY EARNERS : FULL-TIME AND PART-TIME(a)
(^{'000})

State/Territory	May 1988			May 1989			May 1990		
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons
FULL-TIME									
New South Wales	1,054.5	560.2	1,614.7	1,041.4	572.3	1,613.7	1,052.6	597.2	1,649.8
Victoria	826.1	441.7	1,267.8	839.3	468.1	1,307.4	837.5	468.2	1,305.7
Queensland	430.7	212.7	643.4	476.8	238.2	715.0	473.4	246.1	719.4
South Australia	247.7	108.6	356.4	248.9	116.3	365.2	250.9	119.3	370.2
Western Australia	264.4	129.1	393.5	261.2	136.0	397.2	257.6	135.5	393.2
Tasmania	74.8	33.5	108.3	75.8	33.5	109.3	78.1	35.3	113.4
Northern Territory	25.9	16.8	42.7	28.2	17.9	46.1	28.7	18.6	47.4
Australian Capital Territory	57.1	39.5	96.6	58.1	39.9	98.0	56.4	39.9	96.2
Australia	2,981.3	1,542.0	4,523.3	3,029.6	1,622.3	4,651.9	3,035.2	1,660.1	4,695.3
PART-TIME									
New South Wales	153.1	347.9	501.0	151.0	362.7	513.7	154.1	370.7	524.8
Victoria	99.1	285.5	384.6	108.3	295.2	403.5	109.6	299.1	408.7
Queensland	60.3	139.5	199.7	67.2	161.0	228.2	66.4	169.5	235.8
South Australia	34.4	101.9	136.3	39.0	108.7	147.7	38.2	111.1	149.4
Western Australia	29.9	98.4	128.3	28.9	98.2	127.1	30.9	99.5	130.4
Tasmania	9.9	31.4	41.3	10.2	32.2	42.4	10.5	33.4	43.8
Northern Territory	3.2	7.1	10.3	3.1	8.5	11.5	5.5	10.2	15.7
Australian Capital Territory	8.2	21.6	29.8	6.7	19.7	26.4	6.6	22.4	29.0
Australia	398.0	1,033.2	1,431.2	414.4	1,086.1	1,500.5	421.8	1,115.8	1,537.6

(a) Includes employees of government agencies classified to Agriculture, forestry, fishing and hunting.

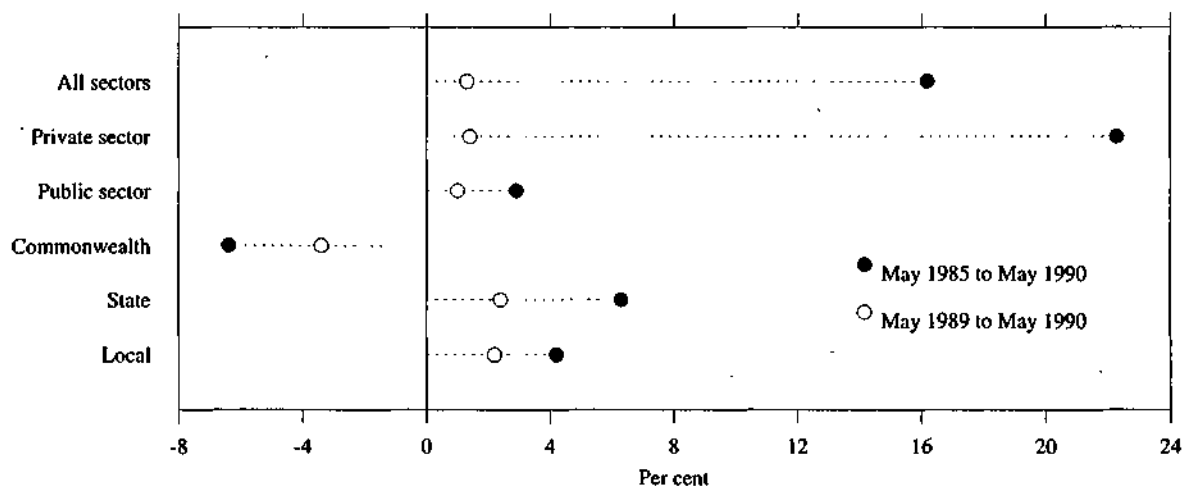
Source: *Employed Wage and Salary Earners, Australia (6248.0)*.

TABLE 3.12. EMPLOYED WAGE AND SALARY EARNERS : SECTOR, AUSTRALIA
(^{'000})

May	Private sector	Public sector				Total
		Commonwealth	State	Local	Total	
1985	3,667.4	434.4	1,108.8	153.8	1,697.0	5,364.5
1986	3,875.5	442.5	1,129.1	155.8	1,727.4	5,585.0
1987	4,003.7	442.1	1,152.8	155.3	1,750.2	5,753.9
1988	4,209.9	432.9	1,155.9	155.7	1,744.6	5,954.5
1989	4,422.8	420.8	1,152.0	156.8	1,729.6	6,152.4
1990	4,486.8	406.7	1,179.1	160.3	1,746.1	6,232.9

Source: *Employed Wage and Salary Earners, Australia (6248.0)*.

CHART 3.7. EMPLOYED WAGE AND SALARY EARNERS: PERCENTAGE GROWTH IN EACH SECTOR, AUSTRALIA



Source: *Employed Wage and Salary Earners, Australia (6248.0)*.

Labour Force Experience

An estimated 8,656,600 persons had worked at some time during the year ending March 1990. Of these persons 67 per cent had worked for the full 52 weeks, comprising 73 per cent of male workers and 58 per cent of female workers.

The proportion of females working at some time during the year rose 8 percentage points since 1985, while the proportion of males remained steady.

Of male workers 87 per cent had worked all their weeks on a full-time basis compared to 53 per cent for female workers.

**TABLE 3.13. PERSONS WHO WORKED AT SOME TIME DURING THE YEAR ENDING MARCH 1990:
TIME WORKED DURING THE YEAR, MARITAL STATUS AND FULL-TIME/PART-TIME STATUS
DURING THE YEAR, AUSTRALIA
(*000)**

Time worked during the preceding year (weeks)	Married			Not-married			Total		
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons
TIME WORKED WAS ALL FULL TIME									
1 and under 4	7.1	10.4	17.5	17.6	11.8	29.3	24.7	22.2	46.9
4 and under 13	20.1	32.4	52.5	71.3	41.0	112.2	91.3	73.4	164.8
13 and under 26	36.3	33.7	70.0	50.4	31.0	81.4	86.7	64.7	151.4
26 and under 39	60.9	52.7	113.6	72.1	46.1	118.2	133.0	98.7	231.8
39 and under 49	182.1	89.9	272.0	136.0	73.3	209.3	318.1	163.2	481.3
49 and under 52	140.1	52.8	192.9	67.0	43.3	110.3	207.1	96.1	303.2
52 and over	2,425.4	832.1	3,257.5	988.6	617.4	1,606.0	3,414.0	1,449.4	4,863.5
Total	2,872.0	1,104.0	3,976.0	1,403.0	863.8	2,266.8	4,275.0	1,967.8	6,242.8
TIME WORKED WAS MORE FULL TIME THAN PART TIME									
1 and under 13	*2.4	5.1	7.5	8.9	10.1	18.9	11.3	15.1	26.5
13 and under 26	5.2	9.9	15.1	11.6	9.7	21.3	16.8	19.6	36.5
26 and under 39	11.3	14.8	26.1	14.6	11.7	26.3	25.9	26.5	52.4
39 and under 49	26.8	30.1	56.9	31.6	23.8	55.5	58.4	54.0	112.4
49 and under 52	14.6	9.3	23.9	7.7	8.8	16.5	22.3	18.1	40.5
52 and over	50.5	64.2	114.8	30.0	38.0	68.0	80.5	102.3	182.8
Total	110.9	133.5	244.4	104.4	102.2	206.6	215.3	235.7	451.0
TIME WORKED WAS MORE PART TIME THAN FULL TIME									
1 and under 13	*0.7	*2.9	3.7	5.8	5.4	11.2	6.5	8.3	14.8
13 and under 26	*3.1	6.5	9.6	6.5	6.7	13.1	9.5	13.2	22.7
26 and under 39	5.8	11.0	16.9	11.3	8.5	19.8	17.1	19.6	36.7
39 and under 49	8.5	25.5	34.0	17.9	17.2	35.1	26.4	42.6	69.0
49 and under 52	*2.2	8.1	10.2	4.5	5.0	9.6	6.7	13.1	19.8
52 and over	10.3	46.2	56.4	20.2	23.7	43.9	30.5	69.8	100.3
Total	30.5	100.2	130.7	66.2	66.5	132.6	96.7	166.6	263.3
TIME WORKED WAS ALL PART TIME									
1 and under 4	4.6	31.1	35.7	20.3	24.7	44.9	24.8	55.8	80.6
4 and under 13	13.0	77.4	90.4	46.5	59.7	106.2	59.5	137.1	196.6
13 and under 26	9.4	71.6	81.0	28.5	51.5	80.0	37.8	123.2	161.0
26 and under 39	11.2	95.0	106.3	30.7	48.5	79.1	41.9	143.5	185.4
39 and under 49	23.1	166.4	189.5	42.1	69.5	111.6	65.1	235.9	301.0
49 and under 52	4.2	81.0	85.2	17.6	30.7	48.3	21.7	111.8	133.5
52 and over	42.6	427.9	470.5	55.0	115.9	170.9	97.6	543.8	641.4
Total	108.0	950.5	1,058.5	240.5	400.5	641.0	348.5	1,351.0	1,699.5
TOTAL									
1 and under 4	11.7	42.6	54.2	39.0	37.6	76.6	50.6	80.2	130.8
4 and under 13	36.2	116.8	153.0	131.3	115.0	246.3	167.5	231.8	399.3
13 and under 26	53.9	121.8	175.7	97.0	98.9	195.9	150.9	220.7	371.6
26 and under 39	89.3	173.5	262.8	128.6	114.8	243.4	217.9	288.3	506.2
39 and under 49	240.5	311.8	552.3	227.6	183.8	411.4	468.1	495.6	963.7
49 and under 52	161.1	151.2	312.3	96.8	87.9	184.7	257.8	239.1	497.0
52 and over	2,528.8	1,370.4	3,899.2	1,093.8	795.0	1,888.8	3,622.6	2,165.3	5,788.0
Total	3,121.5	2,288.1	5,409.6	1,814.1	1,432.9	3,247.0	4,935.6	3,721.1	8,656.6

Source: Labour Force Experience, Australia, During the Year Ending March 1990 (6206.0).

Labour mobility

An estimated 8,628,000 persons aged 15 to 69 years had worked at some time during the year ending February 1990. Some 7,792,200 (90%) of these persons were working in February 1990, with the remainder either looking for work (300,700 or 3 %) or not in the labour force (535,200 or 6%).

The proportion of persons who were job mobile during the year has increased over the last seven years, from 14 per cent in 1984 to 22 per cent in February 1990. Of the 1,898,300 persons who were job mobile, 84 per cent (1,604,000) changed employer or business. The remaining 16 per cent (294,200) changed locality but not employer or business. There was no difference between the job mobility rate for males and for females (22%). Of the age group tabulated, persons aged 20 to 24 were the most job mobile (33%), while those aged 55 to 69 were the least job mobile (8%).

TABLE 3.14. PERSONS WHO WERE WORKING AT THE TIME OF THE SURVEY : DURATION OF CURRENT JOB, AUSTRALIA, FEBRUARY 1983 TO FEBRUARY 1990

FEBRUARY 1983 TO FEBRUARY 1990									
Survey conducted in February—									
	1983	1984	1985	1986	1987(a)	1988	1989	1990	
<i>Duration of current job</i>	—per cent—							('000)	
MALES									
Under 1 year	18.8	19.4	20.8	21.8	22.7	24.3	26.3	24.6	1,121.8
Under 3 months	7.6	8.6	9.0	9.3	9.4	9.8	11.0	9.6	439.5
3 and under 6 months	4.0	4.4	4.4	4.8	5.2	5.9	6.0	5.4	246.5
6 and under 12 months	7.2	6.4	7.3	7.6	8.1	8.6	9.4	9.5	435.8
1 and under 2 years	13.0	10.1	11.6	12.7	10.6	10.2	10.8	12.0	550.4
2 and under 3 years	12.0	11.3	9.4	9.1	8.2	8.7	7.8	9.0	412.0
3 and under 5 years	16.0	16.2	15.7	13.7	11.3	12.2	12.5	12.5	569.9
5 and under 10 years	19.0	18.8	18.7	19.2	17.6	15.5	14.9	15.3	697.9
10 years and over	21.4	24.1	23.9	23.6	29.4	29.0	27.6	26.6	1,216.7
10 and under 20 years	13.9	15.9	15.6	15.6	18.2	18.0	16.6	16.0	729.9
20 years and over	7.5	8.2	8.3	8.0	11.3	11.1	11.0	10.7	486.8
<i>Total</i>	<i>100.0</i>	<i>100.0</i>	<i>100.0</i>	<i>100.0</i>	<i>100.0</i>	<i>100.0</i>	<i>100.0</i>	<i>100.0</i>	<i>4,568.7</i>
FEMALES									
Under 1 year	23.3	24.5	26.5	28.7	28.7	28.5	30.2	29.2	940.2
Under 3 months	9.0	10.2	11.2	11.7	11.7	11.3	12.7	11.5	370.5
3 and under 6 months	5.3	5.6	6.5	7.0	6.8	7.1	7.0	6.4	207.6
6 and under 12 months	9.0	8.6	8.9	9.9	10.2	10.0	10.5	11.2	362.1
1 and under 2 years	15.8	13.9	14.5	15.3	14.1	14.1	12.8	15.0	482.8
2 and under 3 years	14.4	12.7	10.8	10.7	10.6	11.3	11.3	10.8	349.1
3 and under 5 years	16.7	17.0	17.3	13.8	12.9	14.0	15.0	14.2	456.5
5 and under 10 years	18.2	18.5	17.4	17.7	17.1	16.3	15.8	15.8	508.0
10 years and over	11.6	13.4	13.6	13.9	16.4	15.8	14.9	15.1	486.8
10 and under 20 years	9.0	10.6	10.9	10.9	12.6	12.1	11.5	11.6	373.2
20 years and over	2.6	2.8	2.7	2.9	3.8	3.7	3.4	3.5	113.7
<i>Total</i>	<i>100.0</i>	<i>100.0</i>	<i>100.0</i>	<i>100.0</i>	<i>100.0</i>	<i>100.0</i>	<i>100.0</i>	<i>100.0</i>	<i>3,223.5</i>
PERSONS									
Under 1 year	20.5	21.3	22.9	24.5	25.1	26.0	27.9	26.5	2,061.9
Under 3 months	8.1	9.2	9.8	10.3	10.3	10.4	11.7	10.4	810.0
3 and under 6 months	4.5	4.9	5.2	5.7	5.9	6.4	6.4	5.8	454.0
6 and under 12 months	7.9	7.3	7.9	8.5	8.9	9.2	9.8	10.2	797.9
1 and under 2 years	14.0	11.6	12.7	13.7	12.0	11.8	11.6	13.3	1,033.2
2 and under 3 years	12.9	11.8	10.0	9.7	9.2	9.8	9.2	9.8	761.1
3 and under 5 years	16.2	16.5	16.4	13.7	11.9	12.9	13.5	13.2	1,026.4
5 and under 10 years	18.7	18.7	18.2	18.6	17.4	15.8	15.2	15.5	1,205.9
10 years and over	17.7	20.1	19.9	19.8	24.2	23.7	22.4	21.9	1,703.5
10 and under 20 years	12.1	13.9	13.8	13.8	15.9	15.6	14.5	14.2	1,103.0
20 years and over	5.6	6.2	6.1	6.0	8.3	8.1	7.9	7.7	600.5
<i>Total</i>	<i>100.0</i>	<i>100.0</i>	<i>100.0</i>	<i>100.0</i>	<i>100.0</i>	<i>100.0</i>	<i>100.0</i>	<i>100.0</i>	<i>7,792.2</i>

(a) Totals include a small number of persons whose duration of current job could not be determined

Source: Labour Mobility, Australia, During the Year Ending February 1990 (6209.0).

TABLE 3.15. PERSONS WHO CEASED A JOB DURING THE YEAR ENDING FEBRUARY 1990:
DURATION OF LAST JOB AND REASON FOR CEASING LAST JOB, AUSTRALIA
(^{'000})

Duration of last job	Reason for ceasing last job									
	Job loser			Job leaver						
	Job was			Ceased a job with employer/business						
	Retre- nched to studies	to return health or injury	Own ill	Unsatis- factory work condi- tions	Job was tempor- ary or seasonal and left to return to studies	Other	Total	Changed locality but not employer	Total	Total(a)
MALES										
Under 1 year	126.0	88.5	15.7	230.3	59.9	41.4	155.5	256.8	78.3	335.1
Under 3 months	56.8	61.7	6.9	125.3	26.4	31.0	52.0	109.4	27.4	136.8
3 and under 6 months	34.2	12.8	4.8	51.8	16.7	3.8	37.8	58.3	19.3	77.7
6 and under 12 months	35.0	14.0	4.1	53.2	16.8	6.6	65.8	89.1	31.6	120.7
1 and under 2 years	34.3	5.8	*3.2	43.3	18.5	5.2	81.1	104.8	39.9	144.7
2 and under 3 years	16.4	*2.1	*1.7	20.1	11.5	*2.9	45.6	60.0	24.5	84.5
3 and under 5 years	17.0	*2.8	*3.3	23.1	9.4	*2.8	49.1	61.3	24.5	85.8
5 and under 10 years	14.7	*0.9	4.7	20.3	5.8	*0.7	46.4	52.9	22.0	74.9
10 years and over	19.9	*1.3	9.6	30.8	6.4	*0.1	54.0	60.6	11.6	72.2
10 and under 20 years	12.5	*1.3	5.2	19.0	4.8	*0.1	33.4	38.4	9.3	47.7
20 years and over	7.4	*0.0	4.3	11.8	*1.6	*0.0	20.6	22.2	*2.4	24.6
Total	228.3	101.3	38.2	367.9	111.4	53.1	431.8	596.3	200.9	797.2
FEMALES										
Under 1 year	91.5	100.9	22.6	214.9	57.0	44.4	177.8	279.2	47.8	327.0
Under 3 months	38.3	76.2	8.6	123.1	24.2	27.7	53.7	105.5	17.9	123.5
3 and under 6 months	26.3	14.8	6.1	47.2	14.5	8.4	47.6	70.6	10.3	80.9
6 and under 12 months	26.9	9.9	7.8	44.7	18.2	8.3	76.5	103.1	19.6	122.6
1 and under 2 years	23.9	6.8	6.6	37.4	19.0	6.1	78.0	103.0	22.8	125.8
2 and under 3 years	12.5	3.8	4.6	20.9	7.2	*2.1	55.3	64.7	15.6	80.3
3 and under 5 years	9.9	4.0	5.4	19.2	7.1	*3.2	57.1	67.4	18.4	85.8
5 and under 10 years	8.5	*1.5	5.4	15.4	4.9	*0.9	45.9	51.7	9.8	61.5
10 years and over	6.9	*2.7	*2.6	12.1	*2.0	*1.1	27.3	30.4	5.6	36.0
10 and under 20 years	5.0	*1.3	*1.9	8.3	*1.8	*0.8	21.5	24.1	4.9	29.0
20 years and over	*1.8	*1.4	*0.7	3.9	*0.3	*0.2	5.9	6.4	*0.6	7.0
Total	153.2	119.6	47.1	320.0	97.2	57.8	441.5	596.4	120.0	716.4
PERSONS										
Under 1 year	217.5	189.4	38.3	445.2	116.9	85.8	333.4	536.0	126.1	662.1
Under 3 months	95.1	137.8	15.5	248.4	50.6	58.6	105.7	214.9	45.3	260.2
3 and under 6 months	60.5	27.7	10.9	99.0	31.3	12.2	85.4	128.9	29.7	158.6
6 and under 12 months	62.0	24.0	11.9	97.8	35.0	14.9	142.3	192.2	51.1	243.3
1 and under 2 years	58.2	12.6	9.8	80.7	37.5	11.2	159.1	207.8	62.7	270.5
2 and under 3 years	28.9	5.8	6.3	41.0	18.7	5.0	101.0	124.7	40.1	164.8
3 and under 5 years	26.9	6.8	8.6	42.3	16.4	6.1	106.2	128.7	42.9	171.6
5 and under 10 years	23.3	*2.3	10.1	35.7	10.6	*1.6	92.3	104.6	31.8	136.4
10 years and over	26.8	3.9	12.2	42.9	8.4	*1.2	81.3	91.0	17.2	108.2
10 and under 20 years	17.5	*2.6	7.2	27.2	6.6	*1.0	54.9	62.5	14.2	76.7
20 years and over	9.3	*1.4	5.0	15.7	*1.9	*0.2	26.4	28.5	*3.0	31.6
Total	381.6	220.9	85.3	687.9	208.6	110.9	873.3	1,192.7	320.8	1,513.5

(a) Includes persons whose reason for ceasing last job was not determined.

Source: Labour Mobility, Australia, During the Year Ending February 1990 (6209.0).

Multiple Jobholders

The incidence of multiple jobholding has increased over recent years from 2.7 per cent of the labour force in August 1977 to 3.4 per cent of the labour force in August 1987.

The proportions of multiple jobholders in the labour force have increased over the decade particularly for those whose main job was in Community services (a rise of 1.6 percentage points to 5.6%) or Public administration and defence (a rise of 1.5 percentage points to 4.1%). In contrast, persons whose main job was in the Transport industry were less likely to have a second job in August 1987 (a drop of 0.9 percentage points to 2.1% over the ten year period).

There were 261,200 multiple jobholders in August 1987 of whom 55.5 per cent were male. About 66 per cent of multiple jobholders were married. Close to half (46.5%) of married multiple jobholders were either self-employed or employers in one of their jobs while 74.9 per cent of not-married multiple jobholders were employees in both jobs.

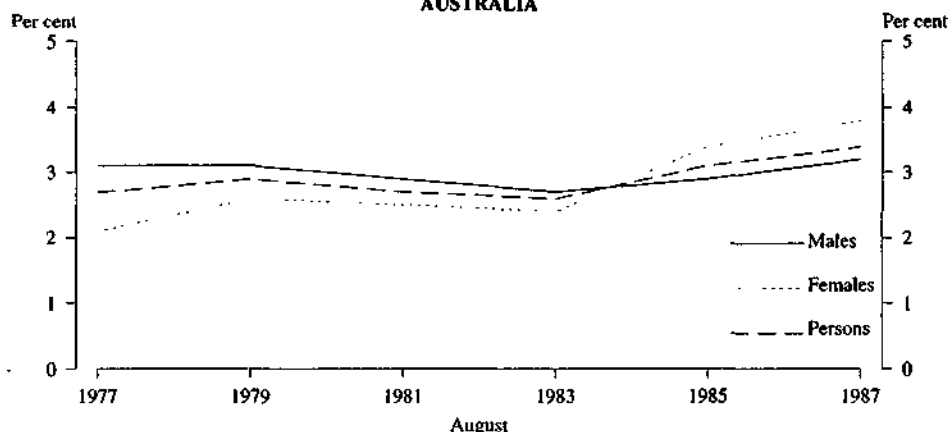
In the Recreation, personal and other services industry, 12.1 per cent of all jobs were second jobs of multiple jobholders. A high figure (7.9%) was also recorded in Agriculture, forestry, fishing and hunting.

About 30 per cent of multiple jobholders worked in the same industry division in both their main and second job. Some 27.7 per cent of multiple jobholders were employed in Community services in their main job. Of these, 46 per cent gave Community Services as the industry of their second job.

Some 28.4 per cent of female multiple jobholders worked as clerks in their main job compared with 9.5 per cent of male multiple jobholders in this occupation group. The Professional occupations were the main job for 24.4 per cent of male multiple jobholders.

In their second job, close to 25 per cent of male multiple jobholders worked in a Professional occupation and 20 per cent worked as Labourers or related workers. About 30 per cent of female multiple jobholders worked as Salespersons or personal services workers in their second job, 20.6 per cent worked as Professionals and 20.7 per cent as Clerks.

CHART 3.8. MULTIPLE JOBHOLDERS AS A PROPORTION OF THE LABOUR FORCE, AUSTRALIA



Source: Multiple Jobholding, Australia, August 1987 (6216.0).

TABLE 3.16. MULTIPLE JOBHOLDERS : SECOND JOB AS A PROPORTION OF TOTAL JOBS BY INDUSTRY, AUSTRALIA, AUGUST 1977 TO AUGUST 1987 (per cent)

Industry	August 1977	August 1979	August 1981	August 1983	August 1985	August 1987		
						Males	Females	Persons
Agriculture, forestry, fishing and hunting	6.9	7.0	6.8	6.3	7.3	8.3	6.9	7.9
Manufacturing	0.9	0.8	0.6	0.9	0.9	1.2	1.6	1.3
Construction	1.2	1.6	1.3	1.4	1.6	1.6	5.0	2.0
Wholesale and retail trade	2.1	2.4	2.3	2.8	3.0	2.9	3.7	3.2
Transport and storage	2.2	2.2	2.3	1.6	1.5	1.7	3.6	2.0
Finance, property and business services	3.3	2.6	2.8	2.6	2.5	3.9	2.7	3.4
Community services	3.5	3.2	3.7	3.8	4.0	4.8	4.6	4.7
Recreation, personal and other services	10.4	13.4	8.3	8.9	11.1	16.0	9.0	12.1
Other	n.a.	0.8	0.7	0.5	0.9	0.9	1.6	1.1
Total	2.8	3.0	2.7	2.8	3.2	3.4	4.1	3.7

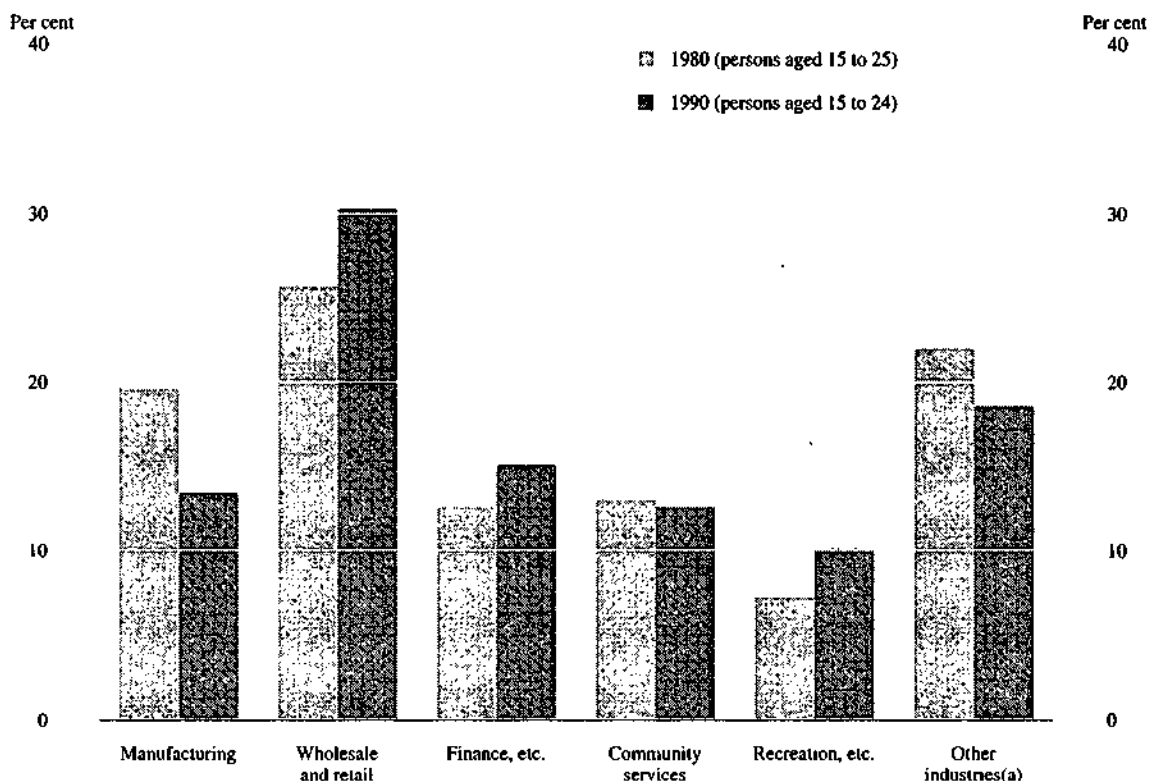
Source: Multiple Jobholding, Australia, August 1987 (6216.0).

Transition from Education to Work

In May 1990, there were 230,500 persons aged 15 to 24 who had left full-time education at some time in the previous year and who were currently employed. Of these, 186,200 were employed full time. Males were estimated to account for 155,800 (53%) of those aged 15 to 24 who had left full-time education.

Some 72,900 (26%) of all leavers aged 15 to 64 from full-time education were employed in Wholesale and retail trade. Employment in this industry accounted for 38 per cent of employment for those persons aged 15 to 64 who had left school.

CHART 3.9. EMPLOYED LEAVERS BY INDUSTRY, AUSTRALIA



(a) Comprises Agriculture, forestry, fishing and hunting, Mining; Electricity, gas and water; Construction, Transport and storage; Communication, and Public administration and defence.

Source: Transition from Education to Work, Australia, May 1990 (6227.0)

TABLE 3.17. EMPLOYED LEAVERS AGED 15 TO 64 : TYPE OF EDUCATIONAL INSTITUTION ATTENDED FULL TIME IN 1989, INDUSTRY AND WHETHER FULL-TIME OR PART-TIME WORKERS, AUSTRALIA, MAY 1990

	Attended school in 1989			Attended tertiary in 1989			Total		
	Males	Females	Persons	Males	Females	Persons	Males	Females	Person
Industry—									
Agriculture, forestry, fishing and hunting	5.5	*1.1	6.6	*3.3	*1.2	4.5	8.8	*2.3	11.1
Manufacturing	16.1	3.5	19.6	11.4	5.9	17.3	27.5	9.4	36.9
Construction	9.4	*0.5	9.9	4.2	*0.9	5.1	13.6	*1.4	15.0
Wholesale and retail trade	28.4	23.9	52.3	10.3	10.3	20.6	38.7	34.2	72.9
Transport and storage	*2.8	*1.2	3.9	*2.7	*2.4	5.1	5.4	3.6	9.0
Finance, property and business services	6.0	10.4	16.4	11.4	14.7	26.2	17.4	25.2	42.6
Community services	*1.7	6.6	8.2	14.1	27.3	41.4	15.8	33.9	49.7
Recreation, personal and other services	4.6	8.3	12.9	5.5	8.7	14.1	10.0	17.0	27.1
Other(a)	3.7	*2.5	6.2	6.5	4.4	10.9	10.2	6.9	17.1
Full-time and part-time workers—									
Full-time workers	66.2	44.2	110.4	61.0	57.9	118.9	127.2	102.1	229.3
Part-time workers	11.9	13.8	25.7	8.3	18.0	26.3	20.3	31.8	52.0
Total	78.1	58.0	136.2	69.4	75.8	145.2	147.5	133.9	281.4

(a) Comprises Mining; Electricity, gas and water; Communication, and Public administration and defence

Source: Transition from Education to Work, Australia, May 1990 (6227.0)

TABLE 3.18. APPRENTICES : YEAR OF APPRENTICESHIP BY SUMMARY OF CHARACTERISTICS, AUSTRALIA, MAY 1990
(^{'000})

	<i>First</i>	<i>Second</i>	<i>Third</i>	<i>Fourth(a)</i>	<i>Total</i>
<i>State—</i>					
New South Wales	20.3	13.4	13.0	8.5	55.2
Victoria	12.6	13.9	11.1	8.9	46.5
Queensland	7.7	6.3	6.0	5.2	25.2
South Australia	3.5	3.7	*3.0	*1.4	11.6
Western Australia	*3.3	5.2	*3.1	*3.2	14.8
Tasmania	*1.1	*2.0	*0.8	*0.6	4.5
Northern Territory	*0.3	*0.7	*0.2	*0.5	*1.8
Australian Capital Territory	*0.9	*1.1	*0.5	*0.5	*3.0
<i>Age—</i>					
15-19	46.0	35.3	23.8	10.9	116.0
15-17	28.9	12.0	*2.2	*0.0	43.1
18	12.0	14.3	8.4	*2.2	36.8
19	5.1	9.0	13.2	8.7	36.0
20-24	*2.7	9.6	13.0	17.6	43.0
25-34	*1.0	*1.5	*0.9	*0.3	3.7
<i>Birthplace—</i>					
Born in Australia	47.2	42.7	33.4	26.6	149.8
Born outside Australia	*2.5	3.6	4.4	*2.3	12.8
<i>Whether attended an educational institution and type of institution attended in 1989—</i>					
Attended	39.2	36.0	31.0	21.4	127.6
School	32.4	*1.4	*0.5	*0.0	34.3
Tertiary	6.9	34.5	30.6	21.4	93.3
Did not attend	10.4	10.3	6.7	7.5	35.0
<i>Age at time of leaving full-time education—</i>					
Attending full-time in May 1990	*2.9	*3.2	*0.7	*0.7	7.4
Not attending full-time in May 1990	45.8	41.8	36.4	27.9	151.9
Left when aged—					
15-19	45.2	40.7	35.5	26.9	148.3
15	8.3	9.2	6.2	6.3	29.9
16	16.8	14.7	13.1	12.1	56.6
17-19	20.2	16.8	16.2	8.5	61.8
Other(b)	*0.6	*1.2	*0.9	*1.0	3.6
Not asked(c)	*1.0	*1.3	*0.8	*0.3	*3.3
<i>Type of school last attended—</i>					
Government/State	39.7	36.5	28.6	22.6	127.3
Non-government	8.6	8.3	8.3	6.0	31.2
Not asked(d)	*1.4	*1.5	*0.9	*0.3	4.1
<i>Industry—</i>					
Manufacturing	13.6	11.3	10.2	8.8	44.0
Construction	8.6	9.1	9.6	4.7	32.0
Wholesale and retail trade	12.1	9.9	9.3	5.4	36.7
Recreation, personal and other services	7.3	7.9	4.3	3.6	23.1
Other(e)	8.1	8.1	4.3	6.4	26.8
<i>Sector—</i>					
Public	5.8	4.9	*2.1	4.5	17.4
Private(f)	43.9	41.4	35.6	24.4	145.3
Total	49.7	46.3	37.8	28.9	162.6

(a) Includes a small number of fifth year apprentices. (b) Comprises persons who left school aged 10 to 14 or 20 to 34. (c) Persons aged 25 to 34 who were not full-time students in 1989 were not asked the age at which they left full-time education. (d) Comprises persons aged 25 to 34 and persons who had never attended school. (e) Comprises Agriculture, forestry, fishing and hunting; Mining; Electricity, gas and water; Transport and storage; Communication; Finance, property and business services; Community services; and Public administration and defence. (f) Includes a small number of persons for whom sector could not be determined.

Source. Transition from Education to Work, Australia, May 1990 (6227.0).

Educational Attainment

Between February 1985 and February 1990 the number of employed persons aged 15 to 69 increased by 1,182,200 (18%). The number of employed persons with post-school qualifications increased by 771,800 (27%) — those with a degree rising by 176,700 (27%). Over the same period, the number of employed persons without post-school qualifications rose by 351,600 (10%). Amongst these were persons who had attended the highest level of secondary school available. Their numbers increased by 238,800 (29%) between February 1985 and February 1990. The number of employed persons who had not completed the highest level of secondary school available increased by 90,000 (3%) in the same period.

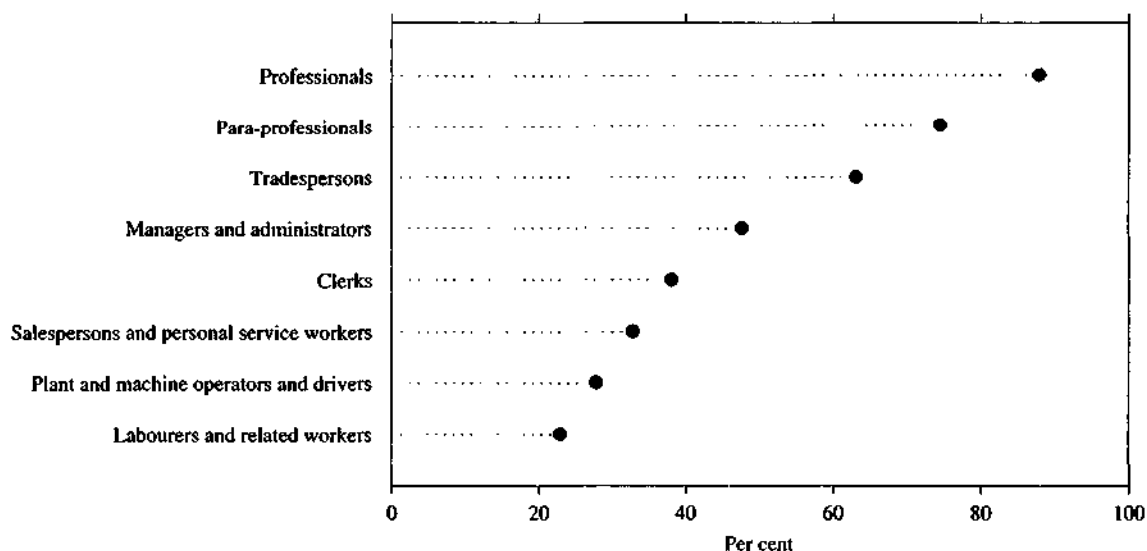
TABLE 3.19. EMPLOYED PERSONS AGED 15 TO 69 : EDUCATIONAL ATTAINMENT, AUSTRALIA, FEBRUARY 1985 TO FEBRUARY 1990
(^{'000})

February	With post-school qualifications			Without post-school qualifications					
	Degree	Trade, technical or other certificate	Total (a)	Attended highest secondary level	Did not attend highest level of secondary school and left at age			Total (b)	Total (c)
					16 and over	15 and under			
MALES									
1985	431.2	1,407.7	1,887.5	502.1	571.6	1,042.1	2,120.9	4,044.1	
1986	451.5	1,475.4	1,971.0	497.9	586.1	1,029.7	2,119.2	4,130.3	
1987	454.7	1,613.3	2,078.0	513.1	588.7	948.0	2,062.9	4,193.5	
1988	489.9	1,662.2	2,159.0	543.7	597.4	933.5	2,095.4	4,304.1	
1989	503.3	1,723.1	2,233.1	549.1	667.1	924.5	2,156.1	4,405.9	
1990	535.4	1,746.5	2,311.5	595.2	652.0	911.6	2,175.2	4,549.2	
FEMALES									
1985	226.4	741.4	1,009.6	327.2	426.4	683.8	1,438.5	2,497.7	
1986	235.8	784.9	1,064.8	350.1	463.7	678.9	1,496.4	2,622.3	
1987	229.0	895.2	1,139.6	368.2	464.6	693.7	1,540.6	2,745.8	
1988	244.6	933.6	1,190.5	385.2	500.1	694.5	1,594.3	2,855.4	
1989	267.1	1,016.2	1,292.9	428.7	519.1	691.7	1,652.2	3,027.9	
1990	299.0	1,041.7	1,357.4	472.9	549.9	700.3	1,735.7	3,174.8	
PERSONS									
1985	657.7	2,149.0	2,897.1	829.3	998.0	1,725.9	3,559.4	6,541.8	
1986	687.3	2,260.3	3,035.8	848.1	1,049.8	1,708.6	3,615.7	6,752.6	
1987	683.7	2,508.5	3,217.5	881.3	1,053.3	1,641.7	3,603.5	6,939.2	
1988	734.5	2,595.8	3,349.5	928.9	1,097.4	1,627.9	3,689.7	7,159.5	
1989	770.4	2,739.3	3,526.0	977.8	1,186.2	1,616.2	3,808.2	7,478.8	
1990	834.4	2,788.2	3,668.9	1,068.1	1,202.0	1,611.9	3,911.0	7,724.0	

(a) Includes persons with other post-school qualifications. (b) Includes persons who never attended school. (c) Includes persons aged 15 to 20 still at school.

Source: Labour Force Status and Educational Attainment, Australia, February 1990 (6235.0).

CHART 3.10. PERCENTAGES OF EMPLOYED PERSONS IN AN OCCUPATION GROUP WITH POST-SCHOOL QUALIFICATIONS, AUSTRALIA, FEBRUARY 1990



Source: Labour Force Status and Educational Attainment, Australia, February 1990 (6235.0).

Career Paths of Qualified Nurses

There were an estimated 332,900 persons qualified as nurses at March to July 1989, most of whom were female (93%). Of the 332,900 qualified nurses, 230,600 had registered with at least one Australian nursing board as a registered nurse, 102,100 had registered as an enrolled nurse, and 25,600 had never registered. Some 25,400 nurses had held registration as both a registered and an enrolled nurse since qualifying.

About 75 per cent of qualified nurses were born in Australia. Of those who were born overseas, 68 per cent came from the main English speaking countries.

About 32 per cent of qualified nurses were aged 25 to 34 years, and a further 28 per cent were aged 35 to 44 years. An estimated 57 per cent of the 332,900 qualified nurses in Australia were working in the nursing profession, with the percentage working in the nursing profession falling as age increases.

An estimated 266,900 qualified nurses had a job at the time of the survey. Of these, 67 per cent were working as nurses in their main job.

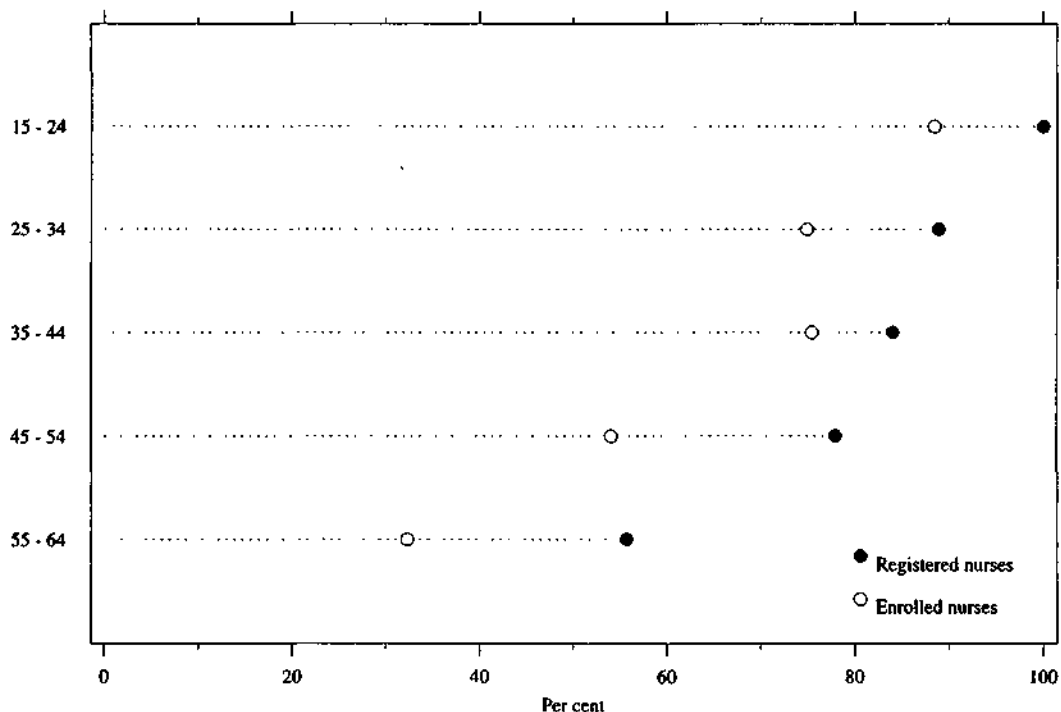
Some 79 per cent of qualified nurses who had a job worked within the Community Services industry, with the number of nurses working in Hospitals and nursing homes (a subdivision of Community Services) estimated at 154,000. Of qualified nurses who had a job, 42 per cent were working at establishments other than hospitals and nursing homes.

Some 71 per cent of qualified nurses who had a job stated they were working in the nursing profession. An estimated 34 per cent (64,500) of qualified nurses working in nursing usually work between 1 and 29 hours in nursing, while 10 per cent usually work 41 hours and over in nursing.

Some 58 per cent of qualified nurses working in the nursing profession were working in the public sector. Of qualified nurses working outside the nursing profession, 20 per cent were working (in their main job) in the public sector.

Over 60 per cent of qualified nurses working in the nursing profession stated they were located solely at a hospital. Approximately 32 per cent of qualified nurses had spent between 10 and 20 years in nursing.

CHART 3.11. QUALIFIED NURSES: PROPORTION OF REGISTERED AND ENROLLED NURSES WHO HAVE BEEN REGISTERED AT SOME TIME AND WHO ARE CURRENTLY REGISTERED AND AGE, AUSTRALIA, 1989



Source: *Career Paths of Qualified Nurses, 1989* (6277.0).

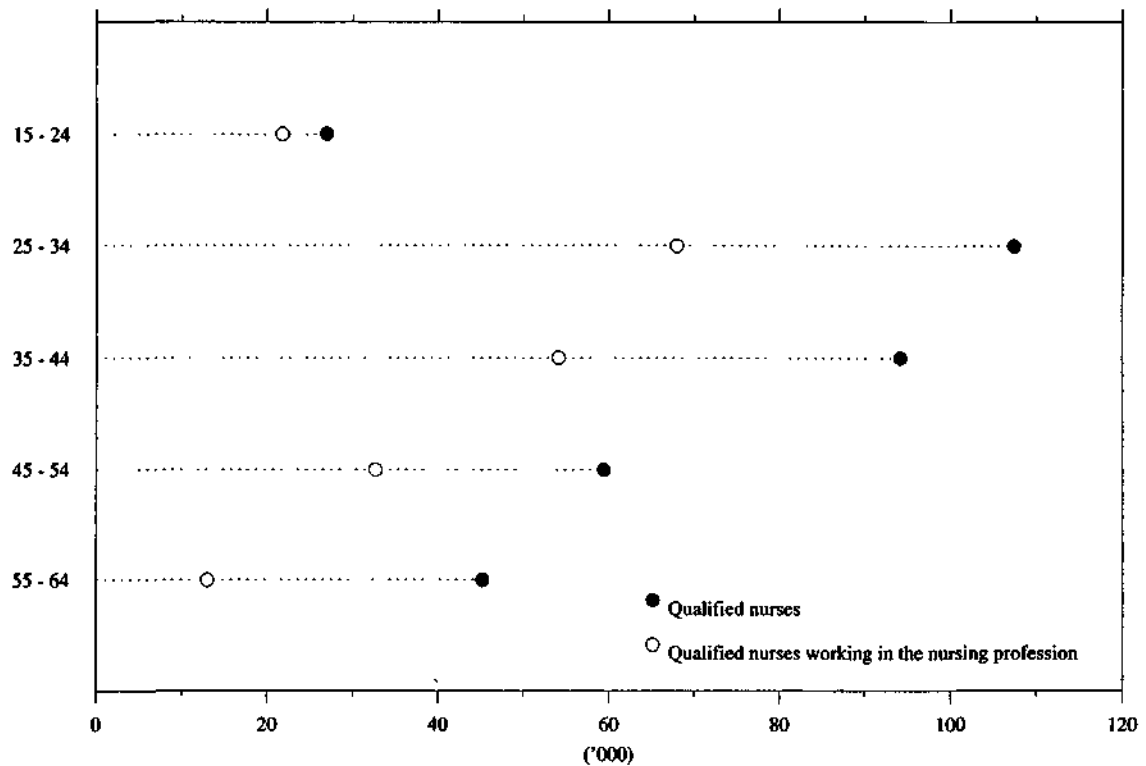
TABLE 3.20. QUALIFIED NURSES: SUMMARY OF CHARACTERISTICS, TYPE OF NURSE REGISTRATION AND REGISTRATION STATUS, AUSTRALIA, 1989
(*000)

	Registered nurses			Enrolled nurses			Never registered	Total(a)
	Currently registered as a registered nurse	Not currently registered as a registered nurse	Total	Currently registered as an enrolled nurse	Not currently registered as an enrolled nurse	Total		
<i>Marital status —</i>								
Married	126.4	34.5	160.9	54.3	22.5	76.7	17.2	234.2
Not married	60.9	8.8	69.7	17.0	8.4	25.3	8.5	98.8
<i>Family status —</i>								
Member of a family	150.0	36.8	186.8	60.2	28.6	88.8	19.5	271.5
Husband or wife	120.3	33.4	153.7	51.7	21.7	73.4	16.3	223.1
With dependents present	77.3	16.3	93.6	34.0	11.7	45.7	9.0	137.7
Without dependents present	42.9	17.1	60.1	17.7	10.0	27.7	*7.3	85.5
Other family head	18.7	*2.8	21.5	*5.3	*4.7	9.9	*2.4	31.8
Other family member	11.0	*0.6	11.6	*3.2	*2.2	*5.4	*0.8	16.6
Not a member of a family	28.0	*4.5	32.5	*7.6	*1.2	8.7	*3.2	42.9
Family status not determined	9.4	*2.0	11.4	*3.5	*1.1	*4.5	*3.0	18.5
<i>Birthplace and period of arrival —</i>								
Born in Australia	145.7	35.6	181.3	54.0	24.9	78.9	12.6	254.2
Born outside Australia	41.7	*7.7	49.4	17.2	*5.9	23.2	13.1	78.7
Main English speaking countries	31.3	*5.3	36.6	11.1	*5.1	16.2	*5.4	53.9
Other countries	10.4	*2.4	12.8	*6.1	*0.8	*6.9	*7.6	24.8
Arrived before 1980	30.8	*6.1	36.9	11.7	*5.4	17.0	*5.0	53.7
Arrived 1980-1989	10.8	*1.6	12.5	*5.6	*0.6	*6.1	8.1	25.0
<i>Age (years) —</i>								
15-24	13.6	*0.0	13.6	9.9	*1.3	11.2	*2.6	26.9
25-34	66.8	8.3	75.1	27.7	9.3	37.0	*5.8	107.4
35-44	52.9	10.1	63.0	23.3	*7.6	30.9	*6.0	94.1
45-54	35.3	10.0	45.3	*7.4	*6.4	13.7	*3.7	59.4
55-64	18.7	14.9	33.6	*3.0	*6.2	9.3	*7.4	45.2
<i>Employment status —</i>								
Working	167.8	24.4	192.2	60.9	18.1	79.0	14.9	266.9
In nursing	144.0	*1.8	145.8	52.4	*3.6	56.0	*0.0	189.4
Not in nursing	23.8	22.6	46.4	8.5	14.6	23.1	14.9	77.6
Not working	19.5	18.9	38.4	10.3	12.7	23.0	10.7	66.0
Looking for work	*0.8	*0.7	*1.5	*0.7	*1.8	*2.5	*2.1	*6.1
Not in the labour force	18.7	18.2	36.9	9.6	11.0	20.6	8.6	60.0
<i>Educational attainment —</i>								
Post-graduate degree or graduate diploma	14.7	*0.3	15.0	*1.2	*0.9	*2.1	*0.9	17.5
Bachelor degree or diploma	25.6	*5.3	30.9	*4.6	*1.1	*5.7	*0.5	33.8
Certificate	146.1	37.8	183.9	64.7	28.4	93.1	23.4	278.8
Other(b)	*0.9	*0.0	*0.9	*0.7	*0.5	*1.1	*0.8	*2.8
<i>States and Territories of usual residence —</i>								
N.S.W.	64.5	13.1	77.7	16.0	*9.9	25.9	*8.9	105.4
Vic.	49.0	*8.4	57.4	29.6	*7.2	36.8	*7.8	93.5
Qld	27.6	7.0	34.7	9.1	*4.7	13.8	*3.7	48.5
S.A.	18.1	4.5	22.6	6.0	4.2	10.2	*2.1	33.0
W.A.	18.4	6.7	25.1	6.5	*3.3	9.8	*2.5	36.1
Tas.	4.6	*1.1	5.7	*1.9	*0.2	*2.1	*0.1	6.9
N.T.	*1.7	*1.5	*3.3	*0.8	*0.8	*1.6	*0.3	4.4
A.C.T.	3.2	*0.9	4.2	*1.3	*0.5	*1.8	*0.3	5.2
Total	187.3	43.3	230.6	71.3	30.8	102.1	25.6	332.9
Males	16.0	*1.0	17.1	8.1	*0.2	8.3	*1.3	23.6
Females	171.3	42.3	213.6	63.2	30.6	93.8	24.3	309.3

(a) The sum of registered and enrolled nurses does not equal the number of qualified nurses as some nurses are included in both categories. (b) Includes trade qualification or apprenticeship.

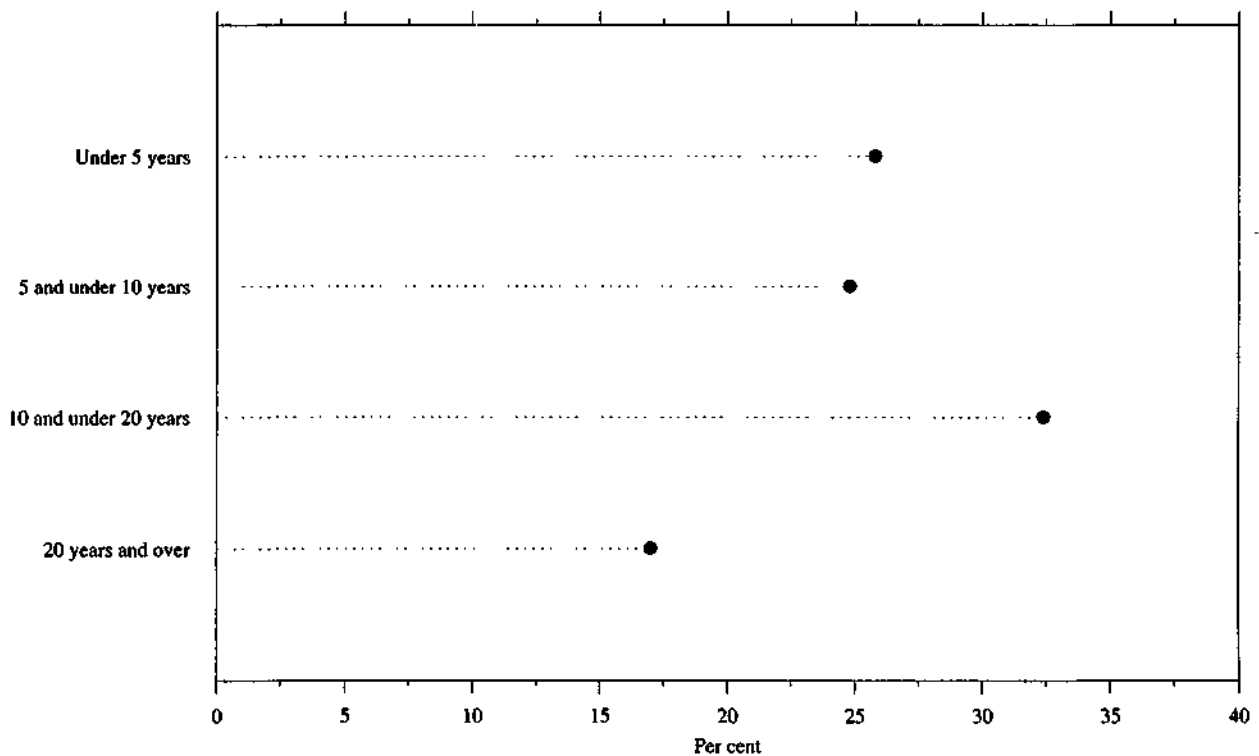
Source: Career Paths of Qualified Nurses, 1989 (6277.0).

CHART 3.12. QUALIFIED NURSES: WHETHER WORKING IN THE NURSING PROFESSION AND AGE, AUSTRALIA, 1989



Source: *Career Paths of Qualified Nurses, 1989 (6277.0).*

CHART 3.13. QUALIFIED NURSES WORKING IN NURSING: TIME IN NURSING, AUSTRALIA, 1989

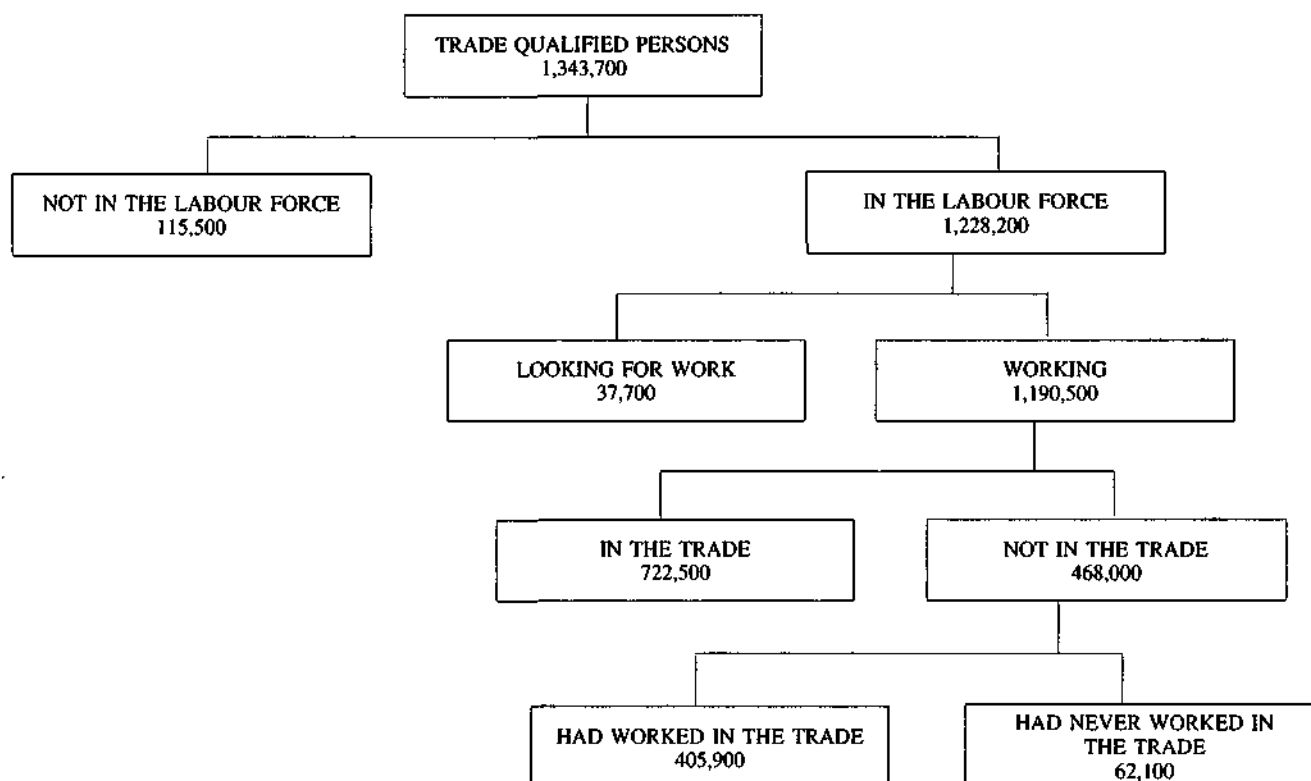


Source: *Career Paths of Qualified Nurses, 1989 (6277.0).*

Career Paths of Persons With Trade Qualifications

At March to July 1989, there were an estimated 1,343,700 persons aged 15 to 64 in Australia who had qualified as a tradesperson at some time.

CHART 3.14. TRADES QUALIFIED PERSONS: EMPLOYMENT STATUS, AUSTRALIA, 1989



Source: *Career Paths of Persons with Trade Qualifications, 1989* (6243.0)

Of these people:

- 54 per cent were working in the trade of their qualification
- 35 per cent were working outside the trade;
- 3 per cent were looking for work; and
- 9 per cent were not in the labour force.

An estimated 79 per cent (1,061,900) qualified in a trade by completing an apprenticeship in Australia. Of these persons, 39 per cent qualified before 1970 and about 30 per cent in each of the periods 1970-1979 and 1980-1989.

Some 80 per cent of trades qualified persons were born in Australia. Of those who were born overseas, about 50 per cent came from the main English speaking countries. An estimated 59 per cent of those born in main English speaking countries were working in the trade at the time of the survey compared with 53 per cent of the Australian born.

Of persons with trades qualifications, males outnumbered females by ten to one. Some 30 per cent of trades qualified persons were aged 25 to 34 years and a further 25 per cent were aged between 35 to 44 years.

More qualified tradespersons had gained their qualification in Building (289,500) than any other field of trade.

An estimated 91 per cent of trades qualified males were working at the time of the survey compared with 69 per cent of females. Approximately 80 per cent of the 1,190,500 trades qualified persons who had a job were working in the private sector.

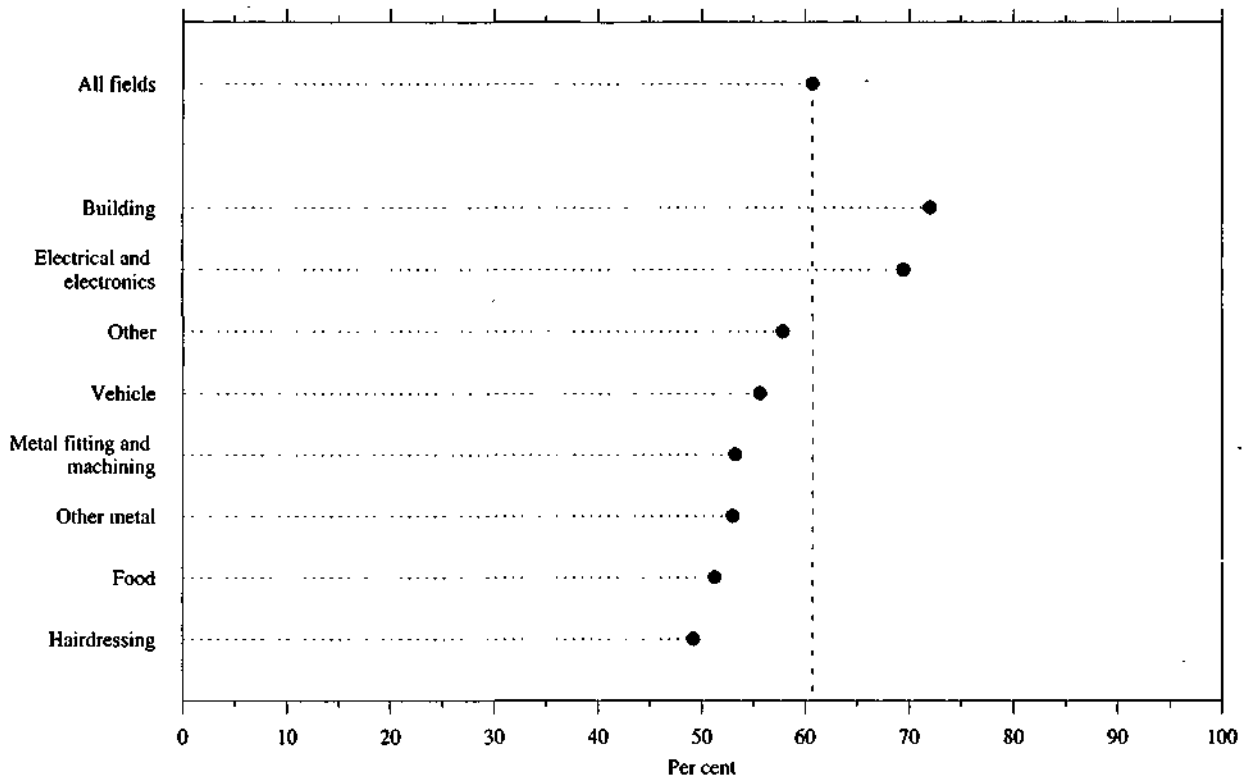
TABLE 3.21. TRADES QUALIFIED PERSONS: SUMMARY OF CHARACTERISTICS AND FIELD OF TRADE QUALIFICATION, AUSTRALIA, 1989
(^{'000})

	Field of trade qualification								Total
	Metal fitting and machining	Other metal	Electrical and electronics	Building	Vehicle	Food	Hair-dressing	Other	
<i>Marital status —</i>									
Married	167.3	61.8	165.3	224.8	138.3	56.8	57.0	132.7	1,004.0
Not married	48.6	26.8	50.9	64.7	50.6	24.9	21.0	52.1	339.7
<i>Family status —</i>									
Member of a family	182.9	72.2	180.0	242.4	161.9	63.4	65.7	152.3	1,120.7
Husband or wife	163.9	60.0	161.0	216.5	136.1	55.8	55.4	130.1	979.0
With dependents present	98.4	36.5	91.0	125.7	85.4	32.6	36.2	75.6	581.4
Without dependents present	65.6	23.6	70.0	90.9	50.7	23.2	19.1	54.5	397.6
Other family member	18.9	12.1	19.0	25.9	25.7	*7.6	10.3	22.2	141.7
Not a member of a family	27.3	12.3	28.3	32.5	20.6	14.6	9.2	28.4	173.1
Family status not determined	*5.8	*4.1	*7.9	14.6	*6.4	*3.8	*3.1	*4.1	49.8
<i>Birthplace and period of arrival —</i>									
Born in Australia	155.9	69.8	167.9	233.0	148.9	68.3	65.3	151.0	1,060.1
Born outside Australia	60.0	18.8	48.3	56.5	40.0	13.5	12.6	33.7	283.6
Main English speaking countries	28.7	10.2	25.4	24.4	20.9	*6.6	*4.1	20.1	140.4
Other countries	31.3	8.6	22.9	32.1	19.1	*6.9	8.6	13.6	143.2
Arrived before 1960	17.4	*4.5	16.3	17.3	11.1	*3.0	*3.8	10.6	84.0
Arrived 1960-1969	21.9	*6.5	15.3	24.0	9.4	*4.6	*6.0	9.6	97.4
Arrived 1970-1979	11.6	*4.1	11.8	10.3	10.8	*2.8	*1.4	*7.0	59.8
Arrived 1980-1989	9.0	*3.7	*5.0	*4.9	8.7	*3.2	*1.4	*6.5	42.4
<i>Age (years) —</i>									
15-24	23.4	15.0	22.5	31.9	25.8	12.3	11.9	17.0	160.0
25-34	57.8	23.1	59.3	89.9	71.1	23.5	25.1	59.8	409.5
35-44	56.1	24.0	59.5	66.7	44.2	25.2	20.4	43.7	339.8
45-54	43.6	13.7	41.7	63.0	32.1	10.6	13.3	33.5	251.4
55-64	35.0	12.9	33.2	38.1	15.6	10.1	*7.2	30.8	183.0
<i>Employment status —</i>									
Working	195.4	80.0	197.7	262.6	174.0	71.9	56.1	152.9	1,190.5
In the trade	104.0	42.4	137.4	189.2	96.8	36.9	27.6	88.3	722.5
Not in the trade	91.4	37.6	60.3	73.4	77.2	35.0	28.5	64.6	468.0
Not working	20.5	8.7	18.5	26.9	14.9	9.9	21.8	31.9	153.2
Looking for work	*5.6	*3.0	*2.9	8.5	*6.0	*2.7	*1.5	*7.6	37.7
Not in the labour force	15.0	*5.7	15.6	18.5	8.9	*7.2	20.3	24.3	115.5
<i>Educational attainment —</i>									
With post-school qualifications(a)	214.2	86.0	214.7	284.8	186.0	80.7	77.4	181.2	1,324.9
Diploma, bachelor degree or higher	17.2	*4.7	17.2	8.3	*7.6	*3.0	*1.3	15.6	74.9
Trade qualification or apprenticeship	182.1	78.9	176.4	264.3	174.2	74.4	73.7	141.3	1,165.4
Post-secondary certificate	14.9	*2.4	19.3	11.2	*4.2	*3.3	*2.3	20.1	77.5
Without post-school qualifications	*1.7	*2.7	*1.5	*4.7	*2.9	*1.1	*0.6	*3.6	18.8
<i>States and Territories of usual residence —</i>									
N.S.W.	75.5	27.0	84.0	96.3	60.9	27.3	23.2	61.9	456.0
Vic.	49.6	20.1	43.5	63.4	41.7	20.7	20.5	47.8	307.4
Qld	35.0	17.8	40.7	61.0	36.0	14.3	13.3	27.4	245.5
S.A.	23.6	10.5	19.4	25.4	17.7	8.5	7.8	15.9	128.8
W.A.	24.8	10.3	15.3	29.6	23.4	7.2	7.5	20.3	138.4
Tas.	4.3	*2.0	6.1	8.3	6.6	*1.6	2.8	5.3	36.9
N.T.	*2.3	*0.5	*3.0	*3.0	*2.0	*1.6	*0.6	*1.8	14.8
A.C.T.	*0.9	*0.5	4.1	*2.4	*0.6	*0.6	*2.2	4.4	15.8
Total	215.9	88.6	216.2	289.5	188.9	81.8	77.9	184.8	1,343.7
Males	214.9	88.4	215.0	288.1	186.9	74.3	9.4	149.4	1,226.4
Females	*1.0	*0.3	*1.3	*1.4	*2.0	*7.5	68.5	35.4	117.3

(a) Includes other post-school qualifications.

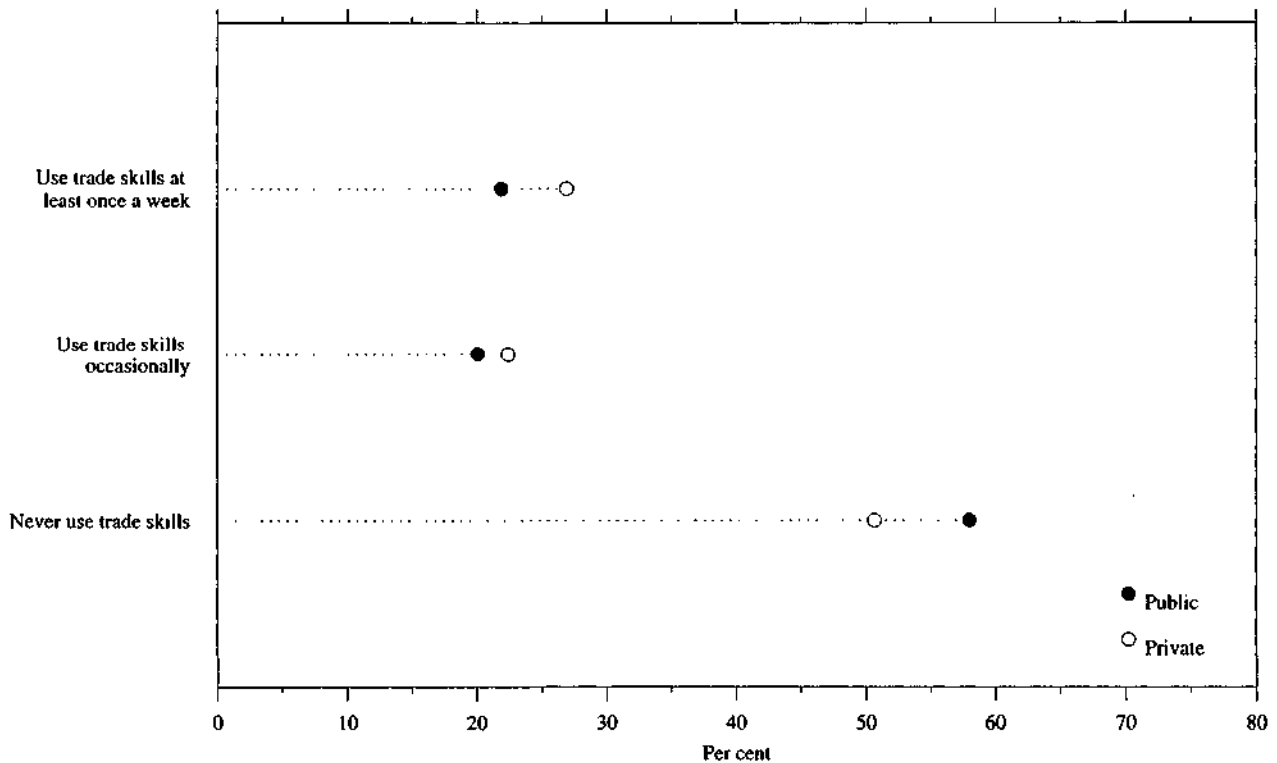
Source: *Career Paths of Persons With Trade Qualifications, 1989* (6243.0).

**CHART 3.15. TRADES QUALIFIED PERSONS WHO HAVE A JOB:
PROPORTION WORKING IN THE TRADE AND FIELD OF TRADE
QUALIFICATION, AUSTRALIA, 1989**



Source: *Career Paths of Persons With Trade Qualifications, 1989 (6243.0)*.

**CHART 3.16. TRADES QUALIFIED PERSONS WORKING OUTSIDE THE
TRADE: REPORTED FREQUENCY OF USE OF TRADE SKILLS AND
SECTOR, AUSTRALIA, 1989**



Source: *Career Paths of Persons With Trade Qualifications, 1989 (6243.0)*

Underemployed Workers

In May 1988 there were 7,326,100 employed persons aged 15 and over. Of these, 96.4 per cent (7,065,000) were fully employed and 3.6 per cent (261,100) reported that they were underemployed.

Most of those underemployed workers (90.5%) were part-time workers who indicated that they would prefer to work more hours. The remaining 9.5 per cent were full-time workers who did not work full-time hours in the reference week due to economic reasons (stood down, short time and insufficient work).

Approximately 25 per cent of males who worked part-time were underemployed, compared with about 14 per cent of females who worked part-time. Post-school qualifications had been obtained by over 36 per cent of full-time workers who were underemployed.

More than 50 per cent of the underemployed persons at the time of the survey had been so for 13 weeks or longer. However, the average duration of underemployment was lower than that for unemployment — 46.8 weeks and 49.4 weeks respectively.

Of underemployed part-time workers, more than 60 per cent reported that they would like to work less than 20 hours extra and more than half expressed a preference to change occupation to work more hours. Over 40 per cent reported that they would prefer to change employer to work more hours. A further 41 per cent preferred to work more hours for the same employer while the remaining 19 per cent had no preference.

TABLE 3.22. CIVILIAN POPULATION AGED 15 AND OVER : LABOUR FORCE STATUS, WHETHER FULLY EMPLOYED OR UNDEREMPLOYED, AND TYPE OF UNDEREMPLOYMENT, AUSTRALIA, MAY 1985 AND MAY 1988

	May 1985			May 1988		
	Males	Females	Persons	Males	Females	Persons
	—'000—					
Persons aged 15 and over	5,868.0	6,059.3	11,927.4	6,243.2	6,445.9	12,689.1
Not in the labour force	1,424.0	3,263.5	4,687.4	1,544.6	3,226.5	4,771.1
In the labour force	4,444.0	2,795.9	7,239.9	4,698.6	3,219.4	7,918.0
Unemployed	361.8	245.9	607.7	327.9	263.9	591.9
Employed	4,082.3	2,550.0	6,632.3	4,370.6	2,955.5	7,326.1
Fully employed	4,005.2	2,400.3	6,405.5	4,280.2	2,784.9	7,065.0
Part-time	197.4	808.5	1,005.8	239.1	996.5	1,235.6
Full-time	3,807.9	1,591.9	5,399.7	4,041.1	1,788.4	5,829.5
Underemployed	77.1	149.7	226.7	90.5	170.6	261.1
Part-time	58.5	141.1	199.6	72.7	163.6	236.3
Had been looking for work with more hours(a) or were available to start such work within four weeks	..	..	..	63.6	143.8	207.4
Had been looking for work with more hours(a) and were available to start such work within four weeks	31.0	59.8	90.8	46.5	83.6	130.1
Had been looking for work with more hours(a) but were not available to start such work within four weeks	..	..	..	*1.5	*2.9	4.4
Had not been looking for work with more hours(a) but were available to start such work within four weeks	..	..	..	15.6	57.2	72.8
Had not been looking for work with more hours(a) and were not available to start such work within four weeks	..	..	..	9.0	19.9	28.9
Full-time	18.5	8.6	27.1	17.8	7.0	24.8
	—per cent—					
Unemployment rate	8.1	8.8	8.4	7.0	8.2	7.5
Underemployment rate	1.7	5.4	3.1	1.9	5.3	3.3
Underutilisation rate	9.9	14.1	11.5	8.9	13.5	10.8

(a) At some time during the four weeks up to the end of survey week.

Source Underemployed Workers, Australia, May 1988 (6265.0).

TABLE 3.23. EMPLOYED PERSONS : COMPARATIVE PROFILE OF UNDEREMPLOYED AND FULLY EMPLOYED, AUSTRALIA, MAY 1988

	Underemployed workers				Fully employed workers			
	Males —'000—	Females	Persons ('000)	(per cent)	Males —'000—	Females	Persons ('000)	(per cent)
<i>Age group—</i>								
15-19	20.2	30.1	50.3	19.2	312.0	294.9	606.8	8.6
20-24	16.5	24.0	40.5	15.5	512.5	409.0	921.4	13.0
25-34	18.8	46.8	65.6	25.1	1,184.1	750.1	1,934.2	27.4
35-44	14.0	46.2	60.3	23.1	1,086.1	736.3	1,822.4	25.8
45 and over	21.0	23.5	44.5	17.0	1,185.4	594.7	1,780.1	25.2
<i>Family status—</i>								
Member of a family	67.8	146.2	214.0	82.0	3,551.8	2,300.1	5,851.9	82.8
Husband or wife	37.1	90.2	127.3	48.7	2,752.0	1,637.4	4,389.4	62.1
With dependants present	21.5	66.3	87.8	33.6	1,747.0	952.2	2,699.1	38.2
Without dependants present	15.6	23.9	39.5	15.1	1,005.1	685.2	1,690.3	23.9
Not-married family head	*2.4	16.9	19.3	7.4	68.4	158.4	226.7	3.2
Full-time student aged 15-24(a)	6.6	9.4	16.0	6.1	82.1	103.9	186.0	2.6
Other child/relative of family head	21.8	29.7	51.5	19.7	649.2	400.4	1,049.7	14.9
Not a member of a family	16.5	16.9	33.4	12.8	563.2	356.7	919.9	13.0
Family status not determined	6.2	7.6	13.7	5.3	165.2	128.1	293.3	4.2
<i>Birthplace and period of arrival—</i>								
Born in Australia	68.7	132.2	200.9	76.9	3,119.4	2,101.4	5,220.8	73.9
Born outside Australia	21.8	38.5	60.3	23.1	1,160.7	683.5	1,844.2	26.1
Arrived before 1971	13.8	19.1	32.8	12.6	658.8	351.9	1,010.6	14.3
Arrived 1971-1988	8.0	19.4	27.4	10.5	502.0	331.7	833.6	11.8
Born in main English-speaking countries(b)	9.7	19.0	28.7	11.0	506.8	326.8	833.5	11.8
Born in other countries	12.1	19.5	31.6	12.1	654.0	356.8	1,010.7	14.3
<i>Industry—</i>								
Agriculture, forestry, fishing and hunting	7.0	7.4	14.4	5.5	277.3	112.3	389.6	5.5
Manufacturing	10.5	8.8	19.2	7.4	861.3	304.9	1,166.3	16.5
Construction	12.4	5.1	17.5	6.7	441.4	65.8	507.2	7.2
Wholesale and retail trade	19.6	45.9	65.5	25.1	823.4	627.7	1,451.1	20.5
Finance, property and business services	7.4	15.3	22.7	8.7	423.3	361.5	784.9	11.1
Community services	9.0	43.5	52.5	20.1	445.8	791.2	1,237.0	17.5
Recreation, personal and other services	18.1	36.4	54.5	20.9	213.5	260.0	473.5	6.7
Other	6.5	8.3	14.7	5.6	794.1	261.4	1,055.5	14.9
<i>Occupation—</i>								
Manager and administrators	*1.3	*3.4	4.7	1.8	620.0	186.6	806.6	11.4
Professionals	6.7	13.2	19.9	7.6	545.4	336.4	881.8	12.5
Para-professionals	*2.1	5.8	7.9	3.0	247.9	179.7	427.6	6.1
Tradespersons	15.0	4.5	19.5	7.5	1,028.8	105.7	1,134.4	16.1
Clerks	*2.7	31.4	34.1	13.1	300.6	947.3	1,247.9	17.7
Salespersons and personal service workers	12.9	64.3	77.2	29.6	371.0	584.6	955.6	13.5
Plant and machine operators, and drivers	8.5	4.1	12.5	4.8	467.5	99.9	567.4	8.0
Labourers and related workers	41.3	43.9	85.2	32.6	699.0	344.7	1,043.7	14.8
<i>Status of worker—</i>								
Employers/self-employed	19.3	17.9	37.2	14.2	726.4	317.6	1,044.0	14.8
Wage and salary earners(c)	71.2	152.7	223.9	85.8	3,553.7	2,467.3	6,021.1	85.2
Total	90.5	170.6	261.1	100.0	4,280.2	2,784.9	7,065.0	100.0

(a) Excludes persons aged 20 to 24 attending school. (b) Comprises United Kingdom and Ireland, Canada, South Africa, USA and New Zealand. (c) Includes unpaid family helpers.

Source: Underemployed Workers, Australia, May 1988 (6265 0)

TABLE 3.24. UNDEREMPLOYED PART-TIME WORKERS WHO HAD BEEN LOOKING FOR WORK WITH MORE HOURS(a) OR WERE AVAILABLE TO START SUCH WORK WITHIN FOUR WEEKS : SUMMARY OF CHARACTERISTICS AND PREFERRED NUMBER OF EXTRA HOURS, AUSTRALIA, MAY 1988

	Preferred number of extra hours				Total	Average preferred number of extra hours (hours)
	Less than 10	10-19	20-29	30 or more		
	—'000—					
Males	10.3	20.9	18.9	13.5	63.6	20.0
Females	34.3	65.6	32.6	11.2	1,453.8	15.5
<i>Age group—</i>						
15-19	13.1	14.1	10.0	6.5	43.8	16.9
20-24	4.4	13.1	10.0	5.8	33.2	19.3
25-34	10.1	20.5	14.7	5.7	50.9	17.4
35-44	10.3	22.7	9.7	*3.6	46.3	15.1
45 and over	6.8	16.1	7.2	*3.1	33.3	16.1
<i>Family status—</i>						
Member of a family	38.7	70.3	39.1	19.9	168.0	16.6
Husband or wife	22.5	44.9	20.1	7.7	95.2	15.5
With dependants present	16.3	30.5	13.8	5.2	65.8	15.2
Without dependants present	6.2	14.4	6.3	*2.5	29.4	16.1
Not-married family head	*3.0	6.5	5.6	*1.7	16.7	17.5
Full-time student aged 15-24(b)	9.1	*1.9	*0.2	*1.6	12.8	10.6
Other child/relative of family head	4.1	17.1	13.3	8.9	43.3	20.4
Not a member of a family	5.4	10.4	8.4	*3.2	27.3	17.7
Family status not determined	*0.6	5.8	4.0	*1.7	12.1	19.3
<i>Birthplace and period of arrival—</i>						
Born in Australia	36.4	65.2	39.4	20.4	161.3	16.9
Born outside Australia	8.2	21.4	12.1	4.3	46.1	16.9
Arrived before 1971	4.0	9.7	7.5	*2.9	24.1	18.0
Arrived 1971-1988	4.3	11.7	4.6	*1.4	22.0	15.7
Born in main English-speaking countries(c)	4.8	12.7	4.3	*2.5	24.4	16.1
Born in other countries	*3.4	8.7	7.8	*1.8	21.7	17.7
<i>Usual number of hours worked—</i>						
1-5	11.1	11.4	*3.4	9.4	35.4	18.0
6-10	6.5	14.2	9.4	13.8	43.9	21.3
11-15	6.7	8.2	16.3	*0.6	31.9	17.5
16-20	*3.4	20.4	20.8	*0.3	45.0	17.2
21-29	5.6	24.5	*0.5	*0.4	31.0	13.0
30-34	11.2	7.8	*1.1	*0.1	20.3	9.3
<i>Whether would move interstate if offered a suitable job—</i>						
Would move interstate	6.8	16.2	13.0	8.1	44.2	19.4
Would not move interstate	35.2	63.5	32.9	13.9	145.4	15.8
Might move interstate	*2.6	6.9	5.6	*2.7	17.8	19.3
<i>Whether would move intrastate if offered a suitable job—</i>						
Would move intrastate	10.0	23.1	19.1	11.1	63.4	19.2
Would not move intrastate	30.1	53.0	26.7	11.0	120.9	15.6
Might move intrastate	4.5	10.4	5.6	*2.6	23.2	17.0
<i>Main difficulty in finding work —</i>						
Considered too young or too old by employers	*2.9	6.0	6.2	5.1	20.2	21.1
Unsuitable hours	*3.0	6.0	*1.2	*0.4	10.6	14.1
Lacked necessary skills/education	*0.4	4.9	4.9	*1.8	11.9	20.2
Insufficient work experience	*1.3	4.6	*3.0	*1.5	10.4	18.5
No vacancies in line of work	4.6	11.3	9.1	5.3	30.3	19.3
No vacancies at all	*1.9	8.5	5.8	*2.7	19.0	19.0
Other difficulties	4.8	9.1	7.7	*3.8	25.4	18.1
No difficulties at all	*1.4	*2.5	*1.6	*1.2	6.8	17.8
Had not been looking for work with more hours	24.2	33.6	12.1	*2.9	72.8	13.3
<i>Whether registered with the CES—</i>						
Registered	8.1	22.8	25.6	14.0	70.5	20.7
Not registered	12.3	30.1	13.9	7.8	64.1	16.8
Had not been looking for work with more hours	24.2	33.6	12.1	*2.9	72.8	13.3
<i>Duration of current period of underemployment (weeks)—</i>						
1 and under 4	4.1	9.6	5.0	*3.8	22.6	18.0
4 and under 13	16.6	22.1	12.6	7.2	58.5	16.0
13 and under 52	12.5	31.4	16.6	6.7	67.2	16.8
52 and over	11.4	23.4	17.4	7.0	59.2	17.4
Total	44.6	86.5	51.5	24.7	207.4	16.9
	—weeks—					
<i>Average duration of current period of underemployment</i>	40.4	50.3	52.6	52.5	49.0	..
<i>Median duration of current period of underemployment</i>	13	18	20	17	18	..

(a) At some time during the four weeks up to the end of reference week (b) Excludes persons aged 20 to 24 attending school. (c) Comprises United Kingdom and Ireland, Canada, South Africa, USA and New Zealand

Source: Underemployed Workers, Australia, May 1988 (6265.0).

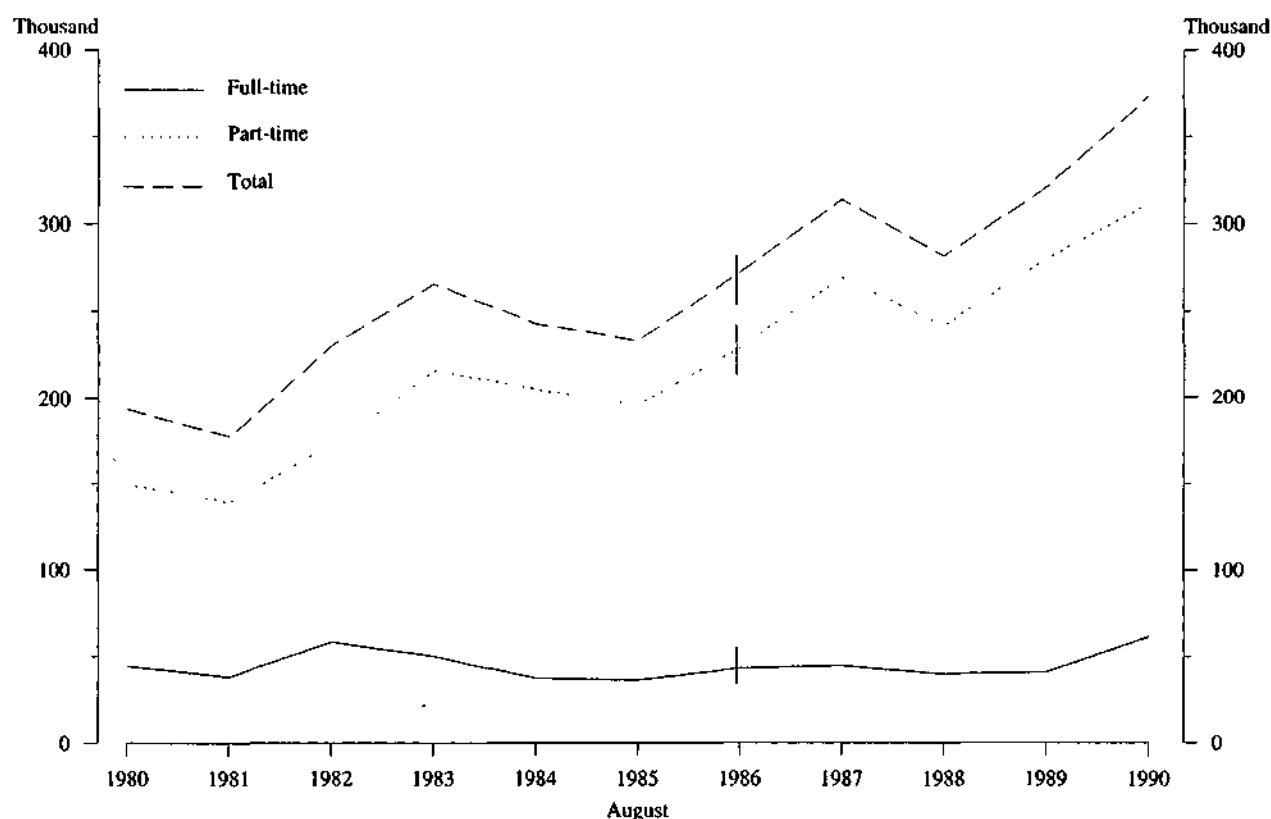
TABLE 3.25. UNDEREMPLOYMENT AND UNDEREMPLOYMENT RATES, AUSTRALIA, AUGUST 1980 TO AUGUST 1990

August	Males	Females	Persons	Underemployment rate		
				Males	Females	Persons
		— '000 —		— per cent —		
1980	82.9	111.5	194.4	2.0	4.5	2.9
1981	76.0	101.2	177.3	1.8	4.1	2.6
1982	101.8	128.6	230.4	2.4	5.1	3.4
1983	114.0	151.8	265.9	2.6	5.9	3.8
1984	98.5	144.3	242.8	2.2	5.4	3.4
1985	87.9	145.3	233.2	2.0	5.2	3.2
1986(a)	106.9	165.6	272.5	2.3	5.6	3.6
1987	123.6	190.5	314.0	2.7	6.2	4.1
1988	105.9	175.5	281.5	2.3	5.5	3.6
1989	114.9	206.2	321.1	2.4	6.1	3.9
1990	146.7	226.2	372.9	3.0	6.5	4.4

(a) Estimates from August 1986 are based on a revised definition introduced in April 1986. See the Technical Notes for further information.

Source: *Employment, Underemployment and Unemployment, Australia (6246.0)*; *The Labour Force, Australia (6203.0)*.

CHART 3.17. UNDEREMPLOYMENT, FULL-TIME AND PART-TIME STATUS, AUSTRALIA



Indicates break in series. Estimates from August 1986 are based on a revised definition introduced in April 1986. See the Technical Notes for further information.

Source: *Employment, Underemployment and Unemployment, Australia, 1966-1983 (6246.0)*; *The Labour Force, Australia (6203.0)*

TABLE 3.26. FULL-TIME WORKERS WHO WORKED LESS THAN 35 HOURS : REASONS, AUSTRALIA, AUGUST 1980 TO AUGUST 1990
(*000)

Reasons for working less than 35 hours	August										
	1980	1981	1982	1983	1984	1985	1986(a)	1987	1988	1989	1990
MALES											
Leave, holiday or flextime	303.4	320.7	348.2	284.1	267.4	349.7	335.6	336.3	288.8	274.5	273.1
Own illness or injury	160.1	163.6	180.3	152.7	145.2	175.2	142.9	145.5	166.4	152.8	138.5
Bad weather, plant breakdown, etc.	10.7	26.3	7.2	11.6	28.2	27.4	51.9	21.6	13.4	29.1	62.8
Began or left job in the survey week	9.3	11.6	8.5	11.0	8.4	9.1	10.9	9.3	9.8	9.8	11.3
Stood down, on short time, insufficient work	35.9	31.8	44.8	39.8	29.1	28.2	32.8	33.2	29.6	31.7	45.7
Shift work, standard work arrangements	n.a.	n.a.	n.a.	58.5	60.6	70.2	79.2	74.6	85.2	75.4	70.7
Other reasons	42.5	36.8	36.3	18.3	19.2	20.9	18.8	22.9	23.0	28.2	21.0
Total	561.8	590.8	625.3	576.1	558.2	680.7	672.2	643.4	616.3	601.6	623.1
FEMALES											
Leave, holiday or flextime	147.4	154.4	153.5	134.2	127.8	165.3	181.9	183.9	154.2	136.3	158.3
Own illness or injury	82.2	80.8	97.6	85.6	81.9	106.9	88.7	93.4	98.3	106.5	82.1
Bad weather, plant breakdown, etc.	*	*	*	*	*2.9	*1.7	10.0	*1.6	*2.3	*3.4	7.6
Began or left job in the survey week	5.8	6.0	6.4	3.6	4.8	4.3	6.4	4.1	6.3	6.6	4.0
Stood down, on short time, insufficient work	8.7	6.5	13.2	10.2	8.4	8.3	10.6	11.5	10.3	9.3	15.5
Shift work, standard work arrangements	n.a.	n.a.	n.a.	17.0	23.9	23.3	27.9	24.3	40.8	35.5	31.5
Other reasons	12.2	10.4	12.0	4.2	5.0	4.9	7.2	8.1	8.0	9.0	8.0
Total	256.8	259.9	283.3	255.6	254.8	314.8	332.6	327.0	320.1	306.6	307.1
PERSONS											
Leave, holiday or flextime	450.7	475.2	501.8	418.3	395.2	514.9	517.5	520.2	443.1	410.8	431.4
Own illness or injury	242.3	244.4	277.9	238.3	227.2	282.2	231.6	239.0	264.7	259.3	220.6
Bad weather, plant breakdown, etc.	11.2	28.2	7.9	12.5	31.1	29.1	61.9	23.2	15.7	32.5	70.4
Began or left job in the survey week	15.1	17.5	14.9	14.6	13.3	13.4	17.3	13.5	16.1	16.4	15.3
Stood down, on short time, insufficient work	44.6	38.3	57.9	50.0	37.5	36.5	43.4	44.7	39.9	41.0	61.3
Shift work, standard work arrangements	n.a.	n.a.	n.a.	75.5	84.5	93.5	107.1	98.8	126.0	110.8	102.2
Other reasons	54.7	47.2	48.2	22.5	24.2	25.9	26.0	31.1	31.0	37.2	29.0
Total	818.6	850.7	908.7	831.8	813.0	995.5	1,004.8	970.4	936.4	908.1	930.2

(a) Estimates from August 1986 are based on a revised definition introduced in April 1986. See the Technical Notes for further information.

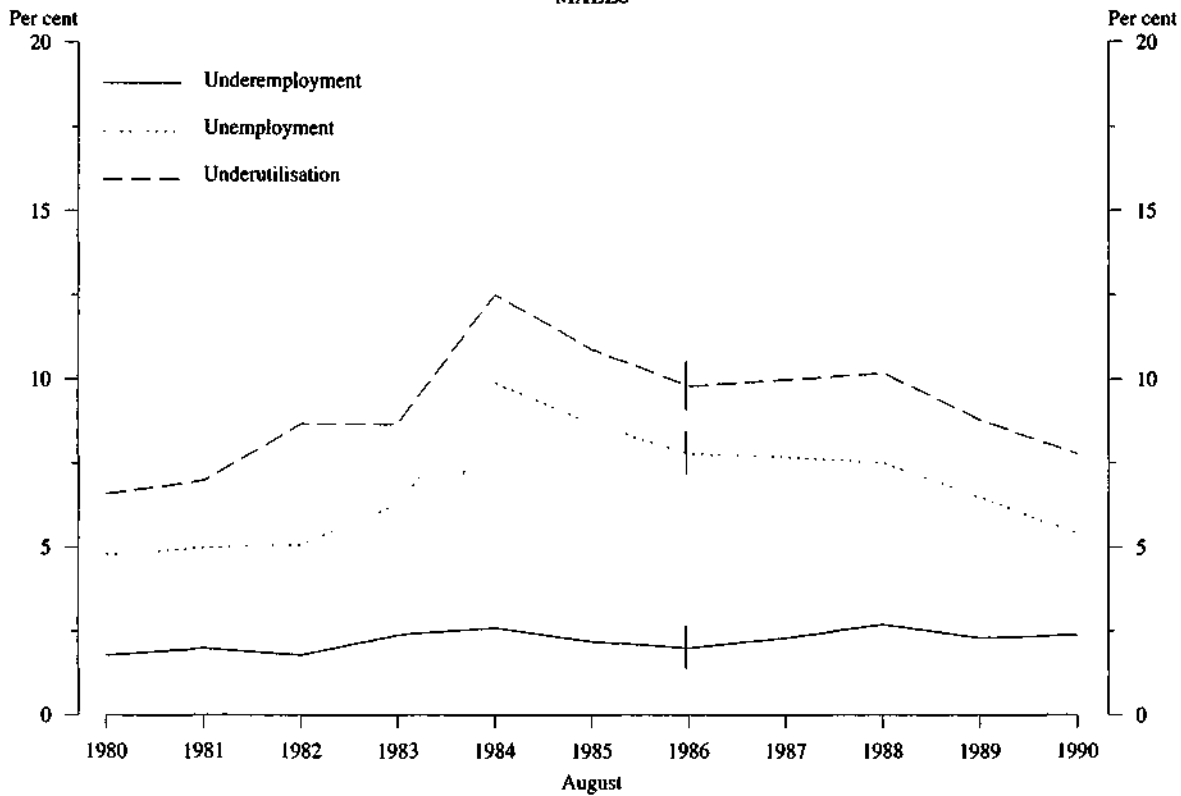
Source: *The Labour Force, Australia* (6203.0).

TABLE 3.27. PART-TIME WORKERS: WHETHER PREFERRED TO WORK MORE HOURS, BY AGE, AUSTRALIA, AUGUST 1990
(*000)

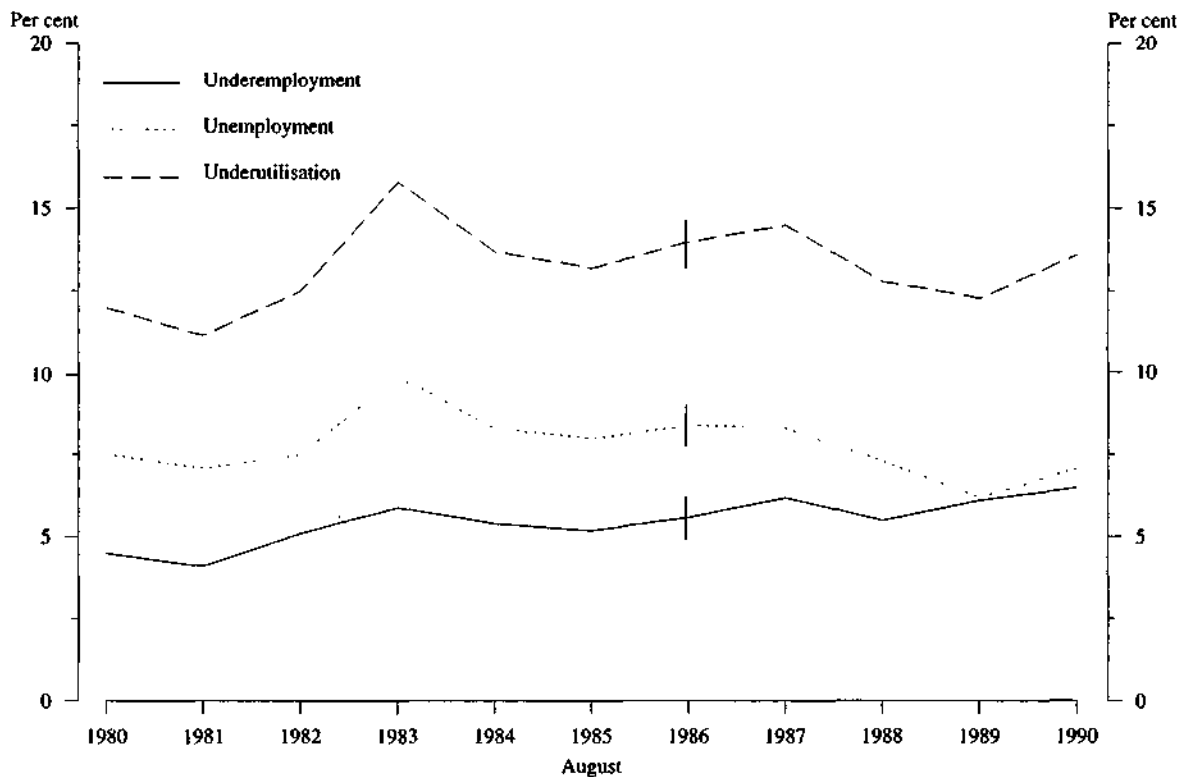
	Age group						Total
	15-19	20-24	25-34	35-44	45-54	55 and over	
MALES							
Total	112.6	59.7	49.5	40.5	30.9	72.0	365.3
Preferred not to work more hours	87.3	37.5	30.4	24.9	21.3	63.0	264.4
Preferred to work more hours	25.3	22.2	19.1	15.6	9.6	9.0	100.9
Had actively looked for full-time work in the four weeks to the end of the reference week	8.2	11.6	12.9	8.7	5.3	* 3.0	49.8
FEMALES							
Total	163.7	100.4	317.5	400.0	214.1	104.3	1,299.9
Preferred not to work more hours	128.7	71.8	266.5	338.7	184.6	99.0	1,089.2
Preferred to work more hours	35.0	28.5	51.1	61.4	29.5	5.2	210.7
Had actively looked for full-time work in the four weeks to the end of the reference week	12.2	14.4	15.7	14.3	5.2	* 0.6	62.4
PERSONS							
Total	276.3	160.1	367.0	440.5	244.9	176.3	1,665.2
Preferred not to work more hours	216.0	109.3	296.8	363.6	205.8	162.0	1,353.6
Preferred to work more hours	60.3	50.8	70.2	77.0	39.1	14.3	311.6
Had actively looked for full-time work in the four weeks to the end of the reference week	20.4	26.0	28.6	23.0	10.5	3.6	112.2

Source: *The Labour Force, Australia* (6203.0).

**CHART 3.18. UNDERUTILISATION (a), UNDEREMPLOYMENT AND
UNEMPLOYMENT RATES, AUSTRALIA
MALES**



FEMALES



(a) Underutilisation consists of the unemployed plus the underemployed.

Indicates break in series. Estimates from August 1986 are based on a revised definition introduced in April 1986. See the Technical Notes for further information.

Source: *The Labour Force, Australia* (6203 0)

CHAPTER 4

UNEMPLOYMENT

The unemployment statistics presented in this chapter have been derived from ABS sources, primarily the ABS monthly labour force survey and associated supplementary surveys. Some summary statistics on job vacancies which are an indicator of the demand for labour, are also included in this chapter.

For a concise definition of unemployed as it relates to the labour force survey, see the Glossary of this publication. Broadly speaking, a person is considered to be unemployed if he or she satisfies three criteria—not employed, available for work, and taking active steps to find work. The employed and the unemployed together make up the labour force.

Measures of unemployment provide an indicator of the unused capacity in the labour force. The two most important measures are the number of persons unemployed and the unemployment rate. The unemployment rate for any group is the number unemployed expressed as a percentage of the labour force in the same group. Characteristics of the unemployed presented include their demographic composition, duration of unemployment, educational qualifications and difficulties experienced in finding work. The unemployment characteristics of families, i.e. unemployment rates of different family members and number of families with some unemployment are also shown.

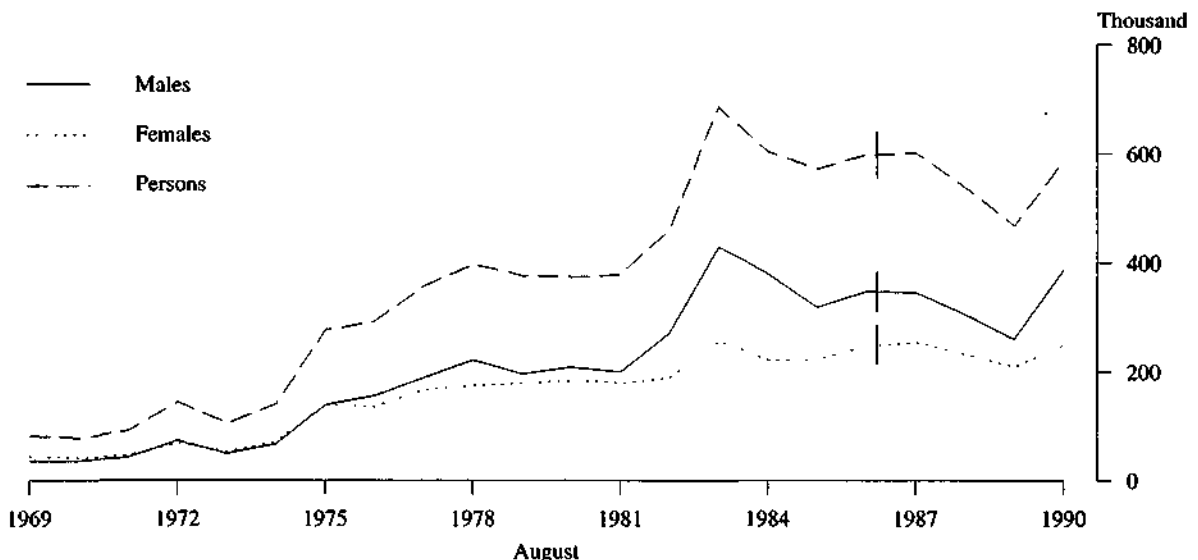
Unemployment

There were 587,400 unemployed persons in Australia in August 1990, of whom 338,000 were males and 249,500 were females. About 81 per cent of unemployed persons were looking for full-time employment. From August 1980 to August 1983, the estimated number of unemployed persons increased by 292,300. Between August 1983 and August 1989, the estimated number of unemployed persons fell by 217,400, but then rose by 118,000 in the twelve months to August 1990.

The unemployment rate for persons has risen by 1.1 percentage points from 5.9 per cent in August 1980 to 7.0 per cent in August 1990, but it has fallen by 2.9 percentage points from the 9.9 per cent recorded in August 1983. In August 1990 the unemployment rate for males aged 15 to 19 years was 16.6 per cent, while for females aged 15 to 19 years the unemployment rate was 16.5 per cent.

The average duration of unemployment rose from 32.0 weeks in August 1980 to 49.5 weeks in August 1985, peaked at 51.3 weeks in August 1988 and has fallen to 43.7 weeks in August 1990. The median duration of unemployment in August 1990 was 15 weeks, unchanged since August 1989. There has been a significant fall of 11 weeks in the median duration of unemployment from August 1983 to August 1990.

CHART 4.1. UNEMPLOYED PERSONS, AUSTRALIA



Indicates break in series. Estimates from August 1986 are based on a revised definition introduced in April 1986. See the Technical Notes for further information.
Source: *The Labour Force, Australia* (6203.0).

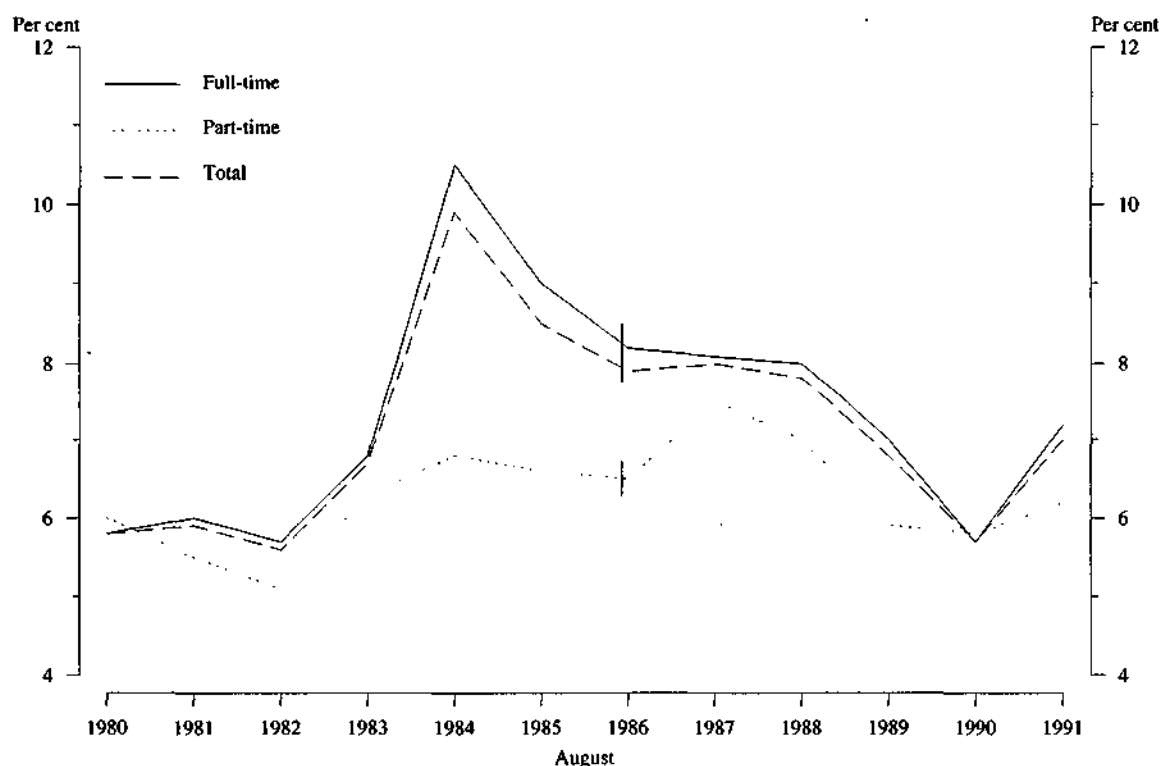
TABLE 4.1. UNEMPLOYED PERSONS : WHETHER LOOKING FOR FULL-TIME OR PART-TIME WORK, AUSTRALIA, AUGUST 1980 TO AUGUST 1990

August	Males		Females			Persons			
	Looking for full-time work	Looking for part-time work	Total	Looking for full-time work	Looking for part-time work	Total	Looking for full-time work	Looking for part-time work	Total
	NUMBER ('000)								
1980	193.9	15.7	209.6	140.7	44.2	184.9	334.6	59.9	394.5
1981	187.8	12.7	200.4	135.9	44.2	180.1	323.7	56.9	380.6
1982	250.4	21.3	271.7	137.2	52.5	189.7	387.6	73.8	461.4
1983	409.5	20.2	429.7	197.9	59.3	257.1	607.4	79.5	686.8
1984	358.6	22.6	381.2	165.0	57.9	222.8	523.5	80.5	604.0
1985	325.4	23.7	349.1	162.7	60.9	223.6	488.0	84.7	572.7
1986(a)	320.9	28.3	349.3	170.9	77.5	248.4	491.8	105.8	597.6
1987	317.2	29.8	347.1	177.8	77.1	255.0	495.1	107.0	602.0
1988	279.9	25.8	305.7	165.5	67.4	233.0	445.4	93.3	538.7
1989	230.7	30.0	260.7	139.4	69.3	208.7	370.1	99.3	469.4
1990	305.1	32.8	338.0	173.2	76.3	249.5	478.3	109.1	587.4
UNEMPLOYMENT RATE (per cent)									
1980	4.9	7.0	5.0	8.7	5.1	7.4	6.0	5.5	5.9
1981	4.7	5.4	4.7	8.3	5.0	7.2	5.7	5.1	5.6
1982	6.2	8.1	6.3	8.4	5.8	7.5	6.8	6.3	6.7
1983	10.1	7.7	9.9	11.7	6.5	9.9	10.5	6.8	9.9
1984	8.7	8.4	8.7	9.6	6.0	8.3	9.0	6.6	8.5
1985	7.8	8.5	7.8	9.2	6.0	8.0	8.2	6.5	7.9
1986(a)	7.6	9.2	7.7	9.2	7.0	8.4	8.1	7.5	8.0
1987	7.4	8.6	7.5	9.4	6.5	8.3	8.0	7.0	7.8
1988	6.4	7.8	6.5	8.4	5.4	7.3	7.0	5.9	6.8
1989	5.2	7.8	5.4	6.9	5.2	6.2	5.7	5.8	5.7
1990	6.7	8.2	6.9	8.2	5.5	7.1	7.2	6.2	7.0

(a) Estimates from August 1986 are based on a revised definition introduced in April 1986. See the Technical Notes for further information.

Source: The Labour Force, Australia (6203.0).

CHART 4.2 UNEMPLOYED PERSONS: WHETHER LOOKING FOR FULL-TIME OR PART-TIME WORK, UNEMPLOYMENT RATES, AUSTRALIA



Indicates a break in series. Estimates from August 1986 are based on a revised definition introduced in April 1986. See the Technical Notes for further information.
Source: The Labour Force, Australia (6203.0).

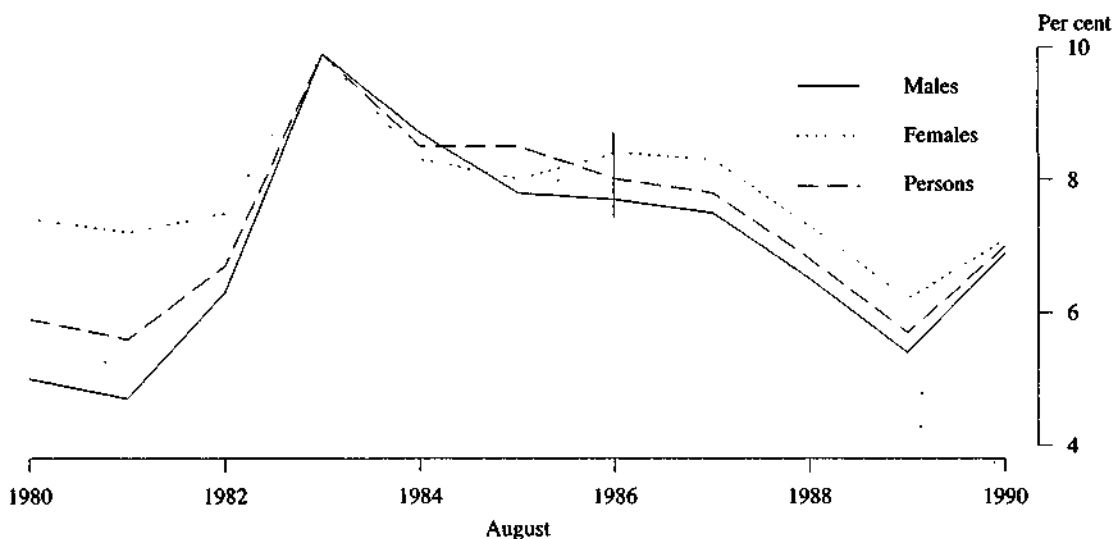
TABLE 4.2. UNEMPLOYED PERSONS : UNEMPLOYMENT RATES, BY AGE, AUSTRALIA, AUGUST 1980 TO AUGUST 1990
(per cent)

	Age group						
August	15-19	20-24	25-34	35-44	45-54	55 and over	Total
MALES							
1980	14.7	8.5	3.9	2.5	2.8	2.9	5.0
1981	11.2	8.3	4.1	2.4	2.8	3.5	4.7
1982	16.3	11.2	5.5	3.6	3.6	3.3	6.3
1983	23.0	17.3	9.1	6.0	5.9	6.5	9.9
1984	22.1	14.2	7.6	5.0	5.7	5.8	8.7
1985	19.3	12.4	7.2	4.4	4.8	6.7	7.8
1986(a)	18.7	12.3	6.8	4.6	5.5	5.5	7.7
1987	18.0	12.6	7.0	4.8	4.2	5.5	7.5
1988	15.1	10.8	5.6	3.8	4.5	6.3	6.5
1989	12.9	8.0	5.1	3.5	3.0	5.0	5.4
1990	16.6	12.1	7.0	3.8	3.2	5.7	6.9
FEMALES							
1980	18.7	9.1	5.7	4.3	3.4	2.2	7.4
1981	17.0	8.7	6.3	4.4	3.1	2.2	7.2
1982	17.0	8.8	6.9	4.8	3.6	2.7	7.5
1983	22.2	11.5	9.5	6.8	4.8	2.5	9.9
1984	19.7	10.3	7.1	5.6	4.6	2.6	8.3
1985	17.1	10.4	7.5	5.3	4.4	2.7	8.0
1986(a)	19.5	9.9	7.6	6.0	4.5	3.1	8.4
1987	19.4	10.5	7.5	6.1	4.5	2.2	8.3
1988	15.9	10.9	6.6	4.8	3.9	2.7	7.3
1989	14.6	7.9	5.8	3.9	4.1	2.4	6.2
1990	16.5	9.6	7.1	4.7	4.0	2.8	7.1
PERSONS							
1980	16.6	8.7	4.6	3.2	3.0	2.7	5.9
1981	13.9	8.5	4.9	3.1	2.9	3.2	5.6
1982	16.6	10.2	6.0	4.0	3.6	3.1	6.7
1983	22.6	14.7	9.2	6.3	5.5	5.5	9.9
1984	20.9	12.5	7.4	5.3	5.3	5.0	8.5
1985	18.2	11.5	7.3	4.7	4.7	5.7	7.9
1986(a)	19.1	11.2	7.1	5.2	5.1	4.9	8.0
1987	18.7	11.6	7.2	5.3	4.3	4.6	7.8
1988	15.5	10.9	6.0	4.2	4.2	5.3	6.8
1989	13.7	8.0	5.4	3.6	3.4	4.4	5.7
1990	16.5	11.0	7.1	4.2	3.5	4.9	7.0

(a) Estimates from August 1986 are based on a revised definition introduced in April 1986. See the Technical Notes for further information.

Source: *The Labour Force, Australia* (6203.0).

CHART 4.3. UNEMPLOYED PERSONS: UNEMPLOYMENT RATES, AUSTRALIA



Indicates break in series. Estimates from August 1986 are based on a revised definition introduced in April 1986. See the Technical Notes for further information.

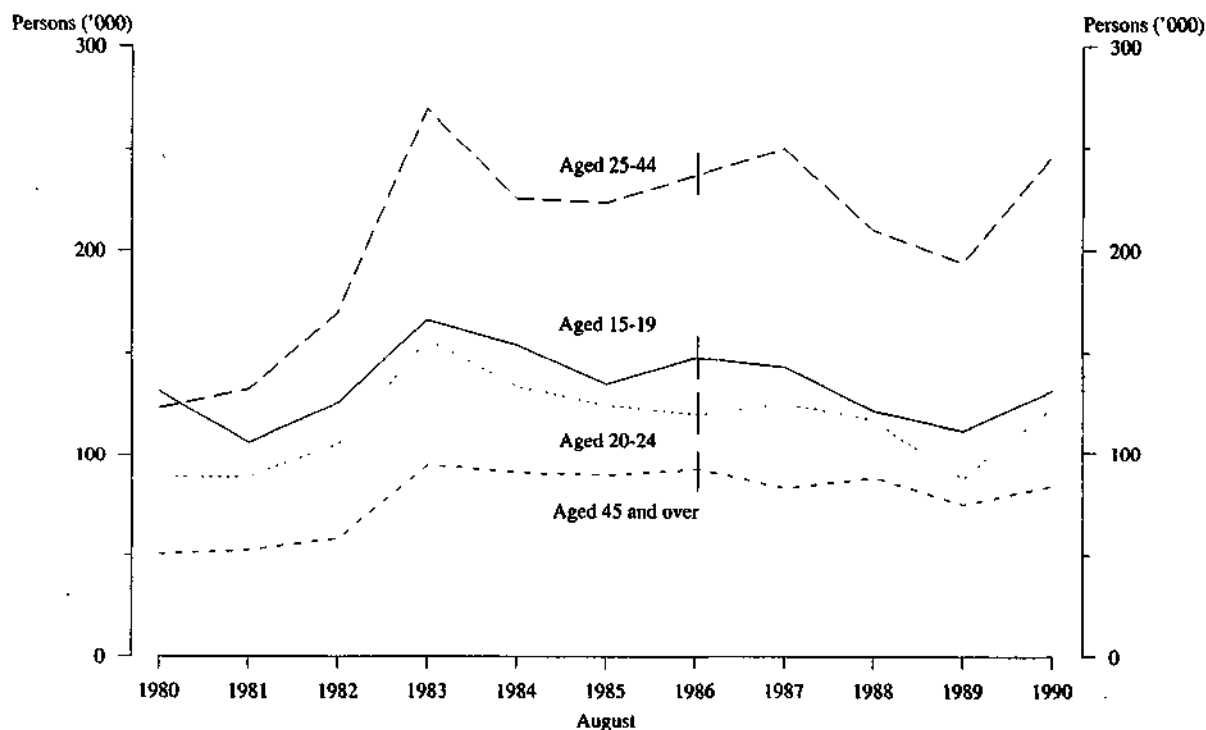
Source: *The Labour Force, Australia* (6203.0).

TABLE 4.3. UNEMPLOYED PERSONS: BIRTHPLACE BY AGE, AUSTRALIA, AUGUST 1990

	Number unemployed ('000)			Unemployment rate (per cent)		
	Males	Females	Persons	Males	Females	Persons
BORN IN AUSTRALIA						
Total	240.0	180.7	420.7	6.7	6.8	6.7
Looking for full-time work	214.5	123.7	338.2	6.5	7.9	7.0
Looking for part-time work	25.6	57.0	82.5	8.2	5.3	5.9
Aged 15-19	62.4	56.9	119.3	16.5	15.9	16.2
Aged 20 and over	177.6	123.8	301.4	5.5	5.4	5.5
20-24	60.4	37.2	97.6	11.9	8.5	10.3
25-34	62.8	43.7	106.5	6.3	6.4	6.3
35-44	25.0	27.1	52.1	3.0	4.2	3.5
45-54	13.5	13.3	26.8	2.6	3.6	3.0
55 and over	16.0	* 2.4	18.4	4.5	* 1.6	3.6
Aged 15-64	239.7	180.6	420.3	6.8	6.9	6.8
BORN OUTSIDE AUSTRALIA						
Total	97.9	68.8	166.7	7.4	8.1	7.7
Looking for full-time work	90.7	49.4	140.1	7.3	9.0	7.8
Looking for part-time work	7.3	19.3	26.6	8.4	6.6	7.0
Aged 15-19	6.0	6.6	12.6	17.4	22.9	19.9
Aged 20 and over	91.9	62.1	154.1	7.1	7.6	7.3
20-24	13.1	13.4	26.5	13.3	15.4	14.3
25-34	29.8	20.9	50.8	9.5	9.3	9.4
35-44	21.2	16.2	37.4	5.5	5.8	5.6
45-54	13.5	8.3	21.8	4.3	4.8	4.5
55 and over	14.3	* 3.3	17.6	7.9	* 6.3	7.5
Aged 15-64	97.0	68.6	165.6	7.4	8.2	7.7

Source: The Labour Force, Australia (6203.0).

CHART 4.4. UNEMPLOYED PERSONS BY AGE, AUSTRALIA



Indicates break in series. Estimates from August 1986 are based on a revised definition introduced in April 1986. See the Technical Notes for further information.

Source: The Labour Force, Australia (6203.0).

TABLE 4.4. UNEMPLOYED PERSONS : DURATION OF UNEMPLOYMENT, AUSTRALIA, AUGUST 1980 TO AUGUST 1990

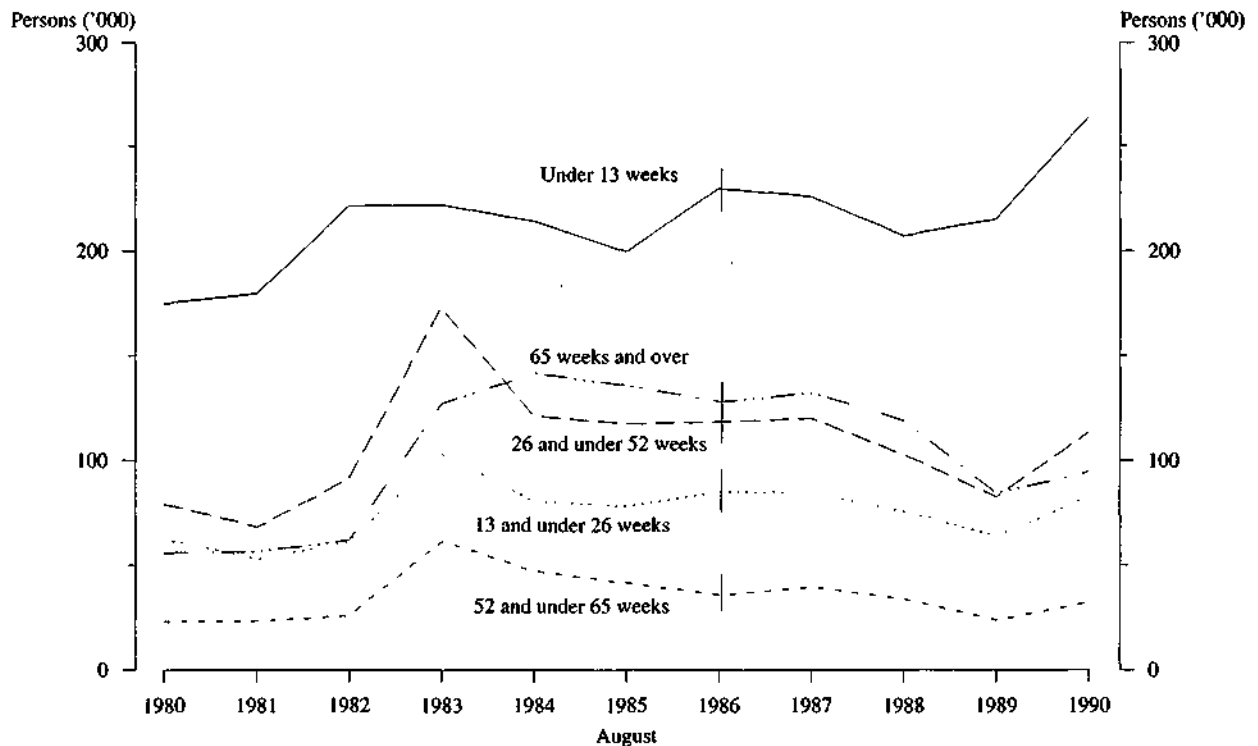
Duration of unemployment (weeks)	August										
	1980	1981	1982	1983	1984	1985	1986(a)	1987	1988	1989	1990
	—'000—										
Under 2	32.0	33.9	38.7	32.4	34.2	38.8	47.3	41.7	41.3	47.3	40.3
2 and under 4	43.9	41.5	58.2	49.7	56.8	55.6	56.7	59.6	54.9	54.8	68.2
4 and under 8	55.7	58.4	72.4	73.9	64.0	57.6	67.3	67.9	60.6	68.8	88.0
8 and under 13	43.1	45.9	52.3	65.9	58.8	47.6	58.4	56.4	50.6	44.6	67.5
13 and under 26	62.2	52.8	61.2	103.1	80.5	78.2	85.3	84.2	75.7	63.8	82.9
26 and under 39	65.5	53.2	73.3	123.5	94.9	87.9	91.3	94.6	78.3	62.5	89.3
39 and under 52	13.7	15.0	17.8	49.6	26.2	29.7	27.6	25.5	24.4	19.9	24.3
52 and under 65	23.0	23.4	25.7	61.3	46.9	41.3	35.7	39.6	33.6	23.7	32.3
65 and under 104	19.5	15.8	18.6	43.3	49.2	30.7	32.1	36.7	29.7	19.4	24.6
104 and over	35.8	40.8	43.4	84.2	92.4	105.1	96.1	95.7	89.6	65.1	70.2
Total	394.5	380.6	461.4	686.8	604.0	572.7	597.6	602.0	538.7	469.4	587.4
	—weeks—										
Average duration	32.0	34.9	32.6	41.4	45.5	49.5	48.6	48.3	51.3	44.5	43.7
Median duration	15	13	13	26	26	26	21	23	22	15	15

(a) Estimates from August 1986 are based on a revised definition introduced in April 1986. See the Technical Notes for further information.

Note: Estimates for average and median durations of unemployment refer to current period of unemployment, not completed periods. See the Glossary for further information.

Source: *The Labour Force, Australia* (6203.0).

CHART 4.5. UNEMPLOYED PERSONS: DURATION OF UNEMPLOYMENT, AUSTRALIA



Indicates break in series. Estimates from August 1986 are based on a revised definition introduced in April 1986. See the Technical Notes for further information.
Source: *The Labour Force, Australia* (6203.0).

CHART 4.6. UNEMPLOYED PERSONS: AVERAGE DURATION OF UNEMPLOYMENT AND AGE, AUSTRALIA

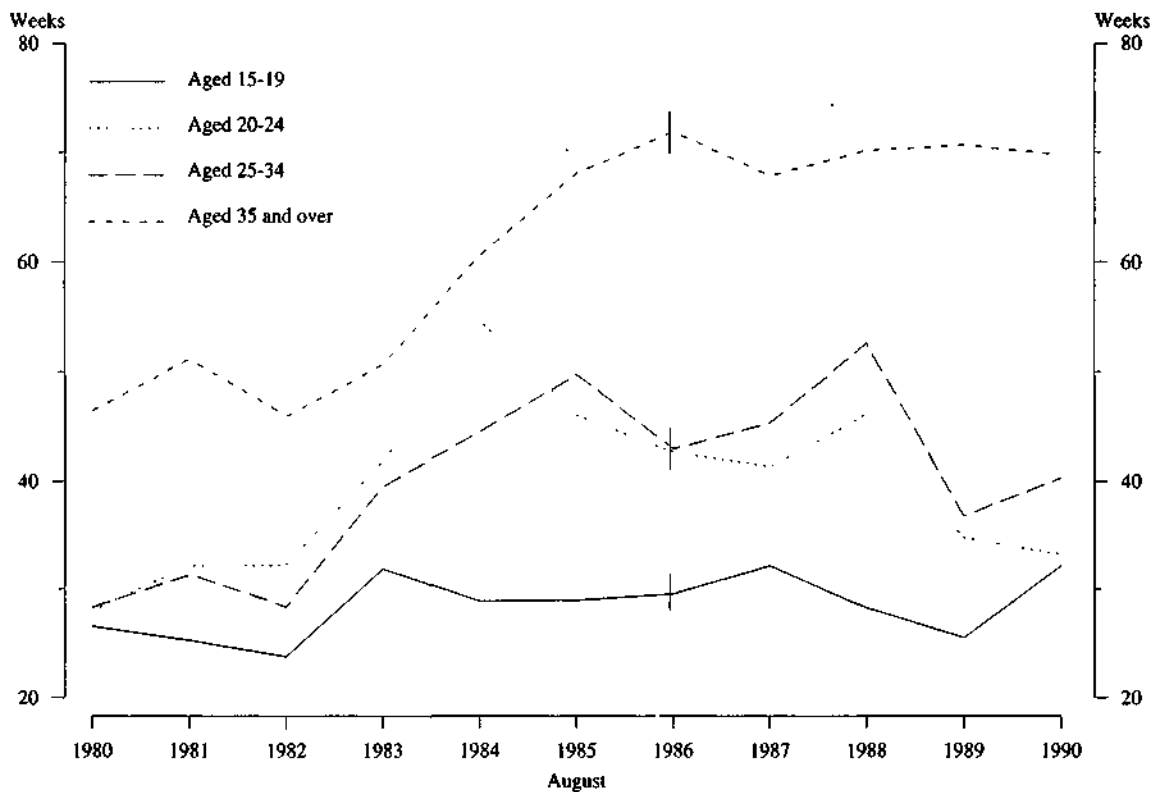


TABLE 4.5. UNEMPLOYED PERSONS: DURATION OF UNEMPLOYMENT, AGE, MARITAL STATUS AND WHETHER LOOKING FOR FULL-TIME OR PART-TIME WORK, AUSTRALIA, AUGUST 1990

Duration of unemployment (weeks)	Age group					Married	Not married	Looking for—	
	15-19	20-24	25-34	35-54	Total(a)			Full-time work	Part-time work
	—'000—								
Under 2	10.3	8.7	11.9	8.3	40.3	15.1	25.2	25.0	15.3
2 and under 4	18.7	16.0	17.2	14.2	68.2	24.2	44.0	47.6	20.6
4 and under 8	20.5	20.6	23.7	20.6	88.0	31.9	56.0	74.5	13.4
8 and under 13	16.4	13.9	20.0	14.3	67.5	27.5	40.0	55.8	11.7
13 and under 26	19.0	18.4	23.1	19.0	82.9	33.3	49.6	70.8	12.1
26 and under 39	28.0	20.3	22.4	15.2	89.3	28.2	61.1	72.5	16.8
39 and under 52	4.2	5.4	7.1	5.7	24.3	10.5	13.7	20.9	*3.4
52 and under 65	4.9	6.6	8.6	10.6	32.3	13.5	18.8	27.3	5.0
65 and under 104	5.4	3.5	5.8	7.2	24.6	12.4	12.2	20.5	4.0
104 and over	4.6	10.6	17.4	23.0	70.2	33.2	37.0	63.3	6.8
Total	132.0	124.1	157.2	138.1	587.4	229.9	357.6	478.3	109.1
	—weeks—								
Average duration	23.2	33.2	40.3	58.3	43.7	50.9	39.1	47.4	27.2
Median duration	13	14	13	18	15	17	15	17	8

(a) Includes persons aged 55 and over, details for whom are not shown separately

Source: *The Labour Force, Australia* (6203.0).

TABLE 4.6. UNEMPLOYED PERSONS: REASON FOR UNEMPLOYMENT, AUSTRALIA

Month	Reason for unemployment						Per cent of unemployed				
	Job loser	Job leaver	Stood down	Looking for first job	Former workers	Total	Job loser	Job leaver	Stood down	Looking for first job	Former workers
	—'000—						—per cent—				
1988—											
August	170.7	113.5	8.6	90.6	155.3	538.7	31.7	21.1	1.6	16.8	28.8
1989—											
August	149.9	104.8	11.1	79.5	124.1	469.4	31.9	22.3	2.4	16.9	26.4
September	155.4	106.5	18.6	87.2	133.7	501.3	21.0	21.2	3.7	17.4	26.7
October	133.4	103.1	14.7	79.7	126.5	457.4	29.2	22.5	3.2	17.4	27.7
November	133.3	93.8	11.7	75.4	132.6	446.7	29.8	21.0	2.6	16.9	29.7
December	141.9	104.5	12.2	116.3	127.2	501.9	28.3	20.8	2.4	23.2	25.3
1990—											
January	161.4	121.6	20.8	122.4	124.1	550.4	29.3	22.1	3.8	22.2	22.6
February	178.5	138.3	13.5	109.0	154.3	593.7	30.1	23.3	2.3	18.4	26.0
March	163.1	124.7	18.0	97.6	145.5	548.9	29.7	22.7	3.3	17.8	26.5
April	164.0	124.1	20.9	94.2	131.0	534.2	30.7	23.2	3.9	17.6	24.5
May	181.0	131.6	15.9	86.2	135.9	550.5	32.9	23.9	2.9	15.7	24.7
June	193.7	113.0	16.7	81.6	136.8	541.8	35.8	20.9	3.1	15.1	25.3
July	205.7	114.5	19.8	85.5	143.8	569.3	36.1	20.1	3.5	15.0	25.3
August	219.0	127.8	14.3	91.5	134.8	587.4	37.3	21.8	2.4	15.6	22.9

Source: The Labour Force, Australia (6203.0).

TABLE 4.7. UNEMPLOYED PERSONS: INDUSTRY AND OCCUPATION OF LAST FULL-TIME JOB, AUSTRALIA
AUGUST 1990
(^{'000})

	Number unemployed (^{'000})			Unemployment rate (per cent)		
	Males	Females	Persons	Males	Females	Persons
Had worked full time for two weeks or more in the last two years	225.8	121.0	346.8	4.7	3.6	4.2
Industry division or subdivision —						
Agriculture, forestry, fishing & hunting	16.7	6.3	23.0	5.2	5.0	5.1
Agriculture & services to agriculture	12.5	6.1	18.6	4.2	5.0	4.4
Forestry & logging, fishing & hunting	4.2	* 0.2	4.4	16.4	* 4.7	15.0
Mining	* 2.0	* 0.7	* 2.7	* 2.2	* 7.2	* 2.8
Manufacturing	58.6	22.0	80.6	6.2	6.5	6.3
Food, beverages and tobacco	10.7	5.3	16.0	7.4	8.4	7.7
Metal products	13.1	* 2.7	15.8	7.1	* 8.6	7.3
Other manufacturing	34.8	14.0	48.7	5.7	5.7	5.7
Electricity, gas and water	* 0.3	* 0.1	* 0.4	* 0.3	* 0.8	* 0.4
Construction	39.9	* 2.6	42.5	7.3	* 3.3	6.8
Wholesale and retail trade	46.9	36.0	82.9	5.0	4.7	4.9
Wholesale trade	13.3	6.4	19.7	3.7	4.0	3.8
Retail trade	33.5	29.6	63.2	5.8	4.9	5.4
Transport and storage	11.5	* 2.0	13.4	3.5	* 2.3	3.2
Communication	* 1.5	* 0.5	* 2.0	* 1.4	* 1.3	* 1.3
Finance, property & business services	16.1	13.2	29.3	3.5	2.8	3.1
Public administration and defence	7.7	4.4	12.1	3.4	2.9	3.2
Community services	11.6	17.1	28.7	2.3	1.8	2.0
Recreation, personal & other services	13.2	16.0	29.2	5.2	4.8	4.9
Occupation group —						
Managers and administrators	7.7	* 2.7	10.4	1.2	* 1.3	1.2
Professionals	9.6	5.9	15.4	1.6	1.4	1.5
Para-professionals	6.5	* 3.0	9.5	2.4	* 1.4	2.0
Tradespersons	52.3	4.4	56.7	4.6	3.5	4.5
Clerks	10.5	31.5	41.9	3.4	3.0	3.1
Salespersons and personal service workers	19.6	37.6	57.1	4.5	4.8	4.7
Plant and machine operators, and drivers	26.1	6.7	32.8	5.1	6.7	5.4
Labourers and related workers	93.7	29.3	122.9	10.8	6.5	9.4
Other	106.5	119.8	226.3	..	..	..
Looking for first job	41.4	50.1	91.5	..	..	..
Looking for full-time work	26.8	29.1	55.9	..	..	..
Former workers	65.0	69.7	134.8	..	..	..
Stood down	5.7	8.7	14.3	..	..	..
Total	338.0	249.5	587.4	6.9	7.1	7.0

Source: The Labour Force, Australia (6203.0).

Job Search Experience of Unemployed Persons

In July 1990, the labour force numbered 8,502,300 persons, of whom 548,300 were unemployed persons taking active steps to find work. Of these, 81 per cent were persons looking for full-time work.

The most frequently reported difficulty in finding work was the belief that there are 'no vacancies at all'. However, the number of persons reporting this as the main difficulty had fallen from 28 per cent ten years ago to 17 per cent in July 1990.

There were 126,000 persons (23% of total unemployed) whose current period of unemployment (at July 1990) was one year or more. For this group the most frequently reported main difficulties in finding work were 'no vacancies at all', 'considered too young or too old by employers', 'no vacancies in line of work' and 'lacked the necessary skills/education.'

TABLE 4.8. UNEMPLOYED PERSONS : MAIN DIFFICULTY IN FINDING WORK, AUSTRALIA, JULY 1980 TO JULY 1990

Main difficulty in finding work	July 1980	July 1982	July 1984	June 1986	July 1988	July 1990	
	— per cent —						('000)
Own ill health or injury	3.9	3.8	4.1	5.8	6.6	6.7	36.7
Considered too young or too old by employers	13.0	15.3	15.5	16.3	16.5	15.3	83.9
Unsuitable hours	2.8	4.0	2.8	4.0	3.6	3.4	18.9
Too far to travel/transport problems	6.1	4.7	4.9	5.7	6.9	5.2	28.3
Lacked necessary skills/education	8.0	7.3	10.5	10.0	12.0	13.4	73.4
Language difficulties	1.7	2.4	2.8	2.1	3.2	4.4	24.1
Insufficient work experience	10.9	9.7	9.8	10.1	10.9	9.3	50.9
No vacancies in line of work	16.5	16.3	16.0	16.0	12.0	14.5	79.5
No vacancies at all	27.5	26.9	23.8	19.0	16.1	16.7	91.8
Other difficulties(a)	5.1	5.5	5.3	5.0	6.1	5.5	30.2
No difficulties reported	4.4	4.0	4.4	6.1	6.2	5.6	30.8
Total	100.0	100.0	100.0	100.0	100.0	100.0	548.3

(a) Includes persons who reported difficulties with ethnic background.

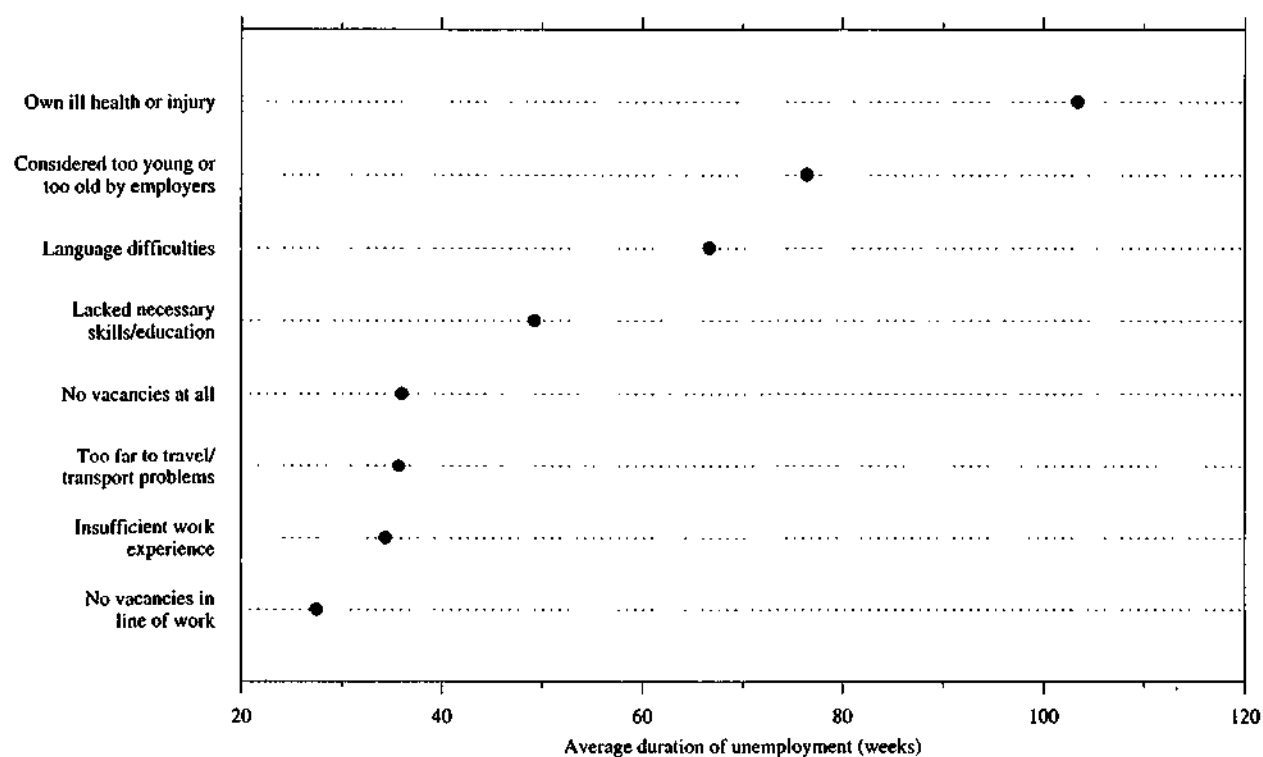
Source: Job Search Experience of Unemployed Persons, Australia, July 1990 (6222.0).

TABLE 4.9. UNEMPLOYED PERSONS : ACTIVE STEPS TAKEN TO FIND WORK, AUSTRALIA, JULY 1980 TO JULY 1990

Active steps taken to find work	July 1980	July 1982	July 1984	June 1986	July 1988	July 1990	
	— per cent —						('000)
Registered with the CES and—							
Took no other active steps	5.5	0.8	1.3	1.5	1.4	1.5	8.0
Contacted prospective employers	67.0	66.9	73.8	70.4	71.7	69.7	382.0
Took other active steps	2.8	5.0	6.7	6.9	6.1	4.7	25.6
Total	75.3	72.7	81.8	78.8	79.2	75.8	415.6
Not registered with the CES and—							
Contacted prospective employers	22.7	24.8	16.4	19.3	19.0	22.2	121.8
Took other active steps	2.1	2.5	1.8	1.9	1.8	2.0	10.9
Total	24.7	27.3	18.2	21.2	20.8	24.2	132.7
Total	100.0	100.0	100.0	100.0	100.0	100.0	548.3

Source: Job Search Experience of Unemployed Persons, Australia, July 1990 (6222.0).

CHART 4.7. UNEMPLOYED PERSONS: AVERAGE DURATION OF UNEMPLOYMENT BY SELECTED MAIN DIFFICULTIES IN FINDING WORK, AUSTRALIA, JULY 1990



Source: *Job Search Experience of Unemployed Persons, Australia, July 1990* (6222.0).

TABLE 4.10. UNEMPLOYED PERSONS : WHETHER WOULD MOVE INTERSTATE OR INTRASTATE IF OFFERED A SUITABLE JOB, AUSTRALIA, JULY 1980 TO JULY 1990

	July 1980	July 1982	July 1984	June 1986	July 1988	July 1990	
— per cent —						('000)	
WHETHER WOULD MOVE INTERSTATE IF OFFERED A SUITABLE JOB							
Would move interstate	24.6	27.9	26.9	26.0	24.9	24.7	135.3
Would not move interstate	64.8	60.4	61.2	63.0	63.3	65.1	356.8
Moving interstate would depend—							
On job conditions	3.8	4.0	5.4	4.0	5.1	4.1	22.3
On other conditions	4.0	5.4	4.4	4.9	4.3	4.2	23.3
Total	7.9	9.4	9.8	8.9	9.5	8.3	45.6
Undecided	2.8	2.2	2.2	2.1	2.3	2.0	10.8
Total	100.0	100.0	100.0	100.0	100.0	100.0	548.3
WHETHER WOULD MOVE INTRASTATE IF OFFERED A SUITABLE JOB							
Would move intrastate	38.6	41.1	40.5	37.2	37.4	38.4	210.6
Would not move intrastate	50.0	46.2	45.5	49.8	48.5	49.5	271.3
Moving intrastate would depend—							
On job conditions	4.5	3.3	5.7	3.8	4.6	4.0	21.9
On other conditions	4.5	7.8	6.6	7.4	7.5	6.5	35.4
Total	9.0	11.0	12.2	11.2	12.1	10.5	57.3
Undecided	2.4	1.7	1.8	1.9	2.0	1.7	9.1
Total	100.0	100.0	100.0	100.0	100.0	100.0	548.3

Source: *Job Search Experience of Unemployed Persons, Australia, July 1990* (6222.0).

Successful and Unsuccessful Job Search Experience

In July 1990 there were an estimated 1,880,300 persons who had started a job for wages or salary (lasting two weeks or more) in the previous twelve months. Of these persons, 1,069,000 had been out of work before starting their job, while 811,300 persons changed employer to start the job.

There were a further 515,600 persons who had looked for, but not started, a job for wages or salary in the last year.

Of the persons who started a job for wages or salary, 35 per cent (649,700) obtained their job by approaching the employer without prior knowledge that the job was available, while 40 per cent (757,500) approached the employer to obtain a job they knew was available. The remaining 25 per cent (473,200) of jobs had been obtained as a result of the employer approaching the jobseeker.

Persons aged 20 years and over were more likely to have started a job in their preferred occupation (73%) than persons aged 15 to 19 years (62%). Persons who changed employer to start their job were far more likely to be working in their preferred occupation (81%) than those who were out of work prior to starting the job (63%). This was the case for all age groups tabulated.

TABLE 4.11. PERSONS WHO STARTED A JOB FOR WAGES OR SALARY DURING THE PREVIOUS TWELVE MONTHS: METHOD OF JOB ATTAINMENT AND WHETHER OUT OF WORK PRIOR TO STARTING JOB, AUSTRALIA, JULY 1990 ('000)

Method of job attainment	Out of work prior to starting job			Changed employer to start job			Total		
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons
Jobseeker approached employer	417.7	423.4	841.1	301.3	264.8	566.1	719.0	688.1	1,407.2
Had no prior knowledge that job was available	199.3	201.5	400.8	127.5	121.3	248.8	326.8	322.9	649.7
First step taken —									
Tendered/advertised for work	4.2	4.5	8.7	4.5	4.3	8.8	8.7	8.8	17.5
Contacted likely employers	137.4	138.3	275.7	89.0	77.7	166.7	226.4	216.0	442.4
Other	57.7	58.7	116.4	34.0	39.4	73.3	91.7	98.0	189.7
Had prior knowledge that job was available	218.4	221.8	440.2	173.8	143.4	317.2	392.2	365.3	757.5
Through CES	37.9	26.8	64.7	9.6	7.4	17.1	47.6	34.2	81.8
Through private employment agency	5.3	7.0	12.3	*2.9	4.9	7.8	8.2	11.9	20.1
Through school programs	*3.2	*2.0	5.2	4.4	*2.2	6.6	7.6	4.2	11.8
Through newspaper advertisements	73.0	81.6	154.7	68.5	56.4	124.9	141.5	138.1	279.6
Through friends, relatives, company contacts	87.6	87.4	175.0	76.0	60.4	136.4	163.6	147.8	311.4
Through other sources	11.4	17.0	28.3	12.4	12.0	24.4	23.8	29.0	52.7
Employer approached jobseeker	92.7	135.3	227.9	142.9	102.4	245.2	235.5	237.6	473.2
Total	510.4	558.6	1,069.0	444.2	367.1	811.3	954.6	925.8	1,880.3

Source: Successful and Unsuccessful Job Search Experience, Australia, July 1990 (6245.0).

TABLE 4.12. PERSONS WHO STARTED A JOB FOR WAGES OR SALARY DURING THE PREVIOUS TWELVE MONTHS: AGE, WHETHER OUT OF WORK PRIOR TO STARTING JOB AND WHETHER JOB STARTED WAS IN PREFERRED OCCUPATION, AUSTRALIA, JULY 1990 ('000)

Age group	Out of work prior to starting job			Changed employer to start job			Total		
	Job was		Total(a)	Job was		Total(a)	Job was		Total(a)
	in preferred occupation	not in preferred occupation		in preferred occupation	not in preferred occupation		in preferred occupation	not in preferred occupation	
15-19	164.3	57.3	287.7	113.4	22.7	160.2	277.6	80.0	447.9
20-24	139.8	45.0	217.3	135.2	17.5	166.0	275.0	62.4	383.3
25-34	188.8	54.3	286.4	209.5	22.3	248.9	398.3	76.6	535.3
35-44	112.4	36.9	174.5	131.9	14.4	157.8	244.3	51.3	332.2
45-54	48.6	15.4	77.1	47.8	7.6	60.5	96.3	23.0	137.6
55 and over	17.5	3.8	26.1	15.8	*0.0	17.9	33.3	3.8	44.0
Total	671.4	212.6	1,069.0	653.5	84.5	811.3	1,324.9	297.1	1,880.3

(a) Includes persons who did not have a preferred occupation.

Source: Successful and Unsuccessful Job Search Experience, Australia, July 1990 (6245.0).

TABLE 4.13. PERSONS WHO STARTED A JOB FOR WAGES OR SALARY DURING THE PREVIOUS TWELVE MONTHS, AND PERSONS WHO HAD LOOKED FOR, BUT NOT STARTED, A JOB FOR WAGES OR SALARY DURING THE PREVIOUS TWELVE MONTHS: COMPARATIVE PROFILE, AUSTRALIA, JUNE 1986 AND JULY 1990 ('000)

	Persons who started a job for wages or salary during the previous twelve months						Persons who had looked for, but not started, a job for wages or salary during the previous twelve months	
	Out of work prior to starting job		Changed employer to start job		Total		June 1986	July 1990
	June 1986	July 1990	June 1986	July 1990	June 1986	July 1990		
Age group—								
15-19	255.6	287.7	175.6	160.2	431.2	447.9	135.0	102.2
20-24	209.6	217.3	164.9	166.0	374.5	383.3	89.8	85.0
25-34	241.5	286.4	214.4	248.9	455.9	535.3	141.7	130.0
35-44	147.7	174.5	125.9	157.8	273.6	332.2	113.7	98.0
45-54	59.2	77.1	49.3	60.5	108.5	137.6	64.1	59.6
55 and over	27.5	26.1	14.4	17.9	41.9	44.0	37.3	40.7
Educational attainment—								
With post-school qualifications	314.8	386.7	340.9	392.8	655.7	779.5	159.2	155.7
Degree	56.4	75.6	81.9	99.0	138.3	174.6	21.7	23.5
Trade qualification/apprenticeship	238.6 {	102.0	248.1 {	107.3	486.7 {	209.3	127.9 {	48.3
Certificate or diploma		201.0		179.7		380.8		76.0
Other		8.1		6.7		14.8		7.0
Without post-school qualification(a)	568.3	594.0	366.7	380.0	935.0	974.0	378.2	325.9
Attended highest level of secondary school available	156.6	186.1	120.1	142.0	276.7	328.0	74.1	71.7
Did not attend highest level of secondary school available	410.2	405.3	245.9	235.3	656.1	640.6	300.7	250.9
Left at age—								
18 and over	8.0	10.2	4.9	7.2	12.9	17.5	6.4	5.5
16 or 17	175.4	190.4	116.8	116.4	292.3	306.8	106.2	88.9
14 or 15	208.6	189.2	117.2	105.0	325.8	294.2	162.9	139.5
13 and under	18.1	15.5	6.9	6.6	25.0	22.1	25.3	17.0
Still at school	57.9	88.3	36.9	38.5	94.9	126.8	44.2	34.0
Active steps taken to find work in preferred occupation in the previous twelve months/active steps taken to find work in occupation being sought in the previous twelve months—								
Had a preferred occupation	806.0	884.0	685.7	738.0	1,491.7	1,622.0	388.0	314.1
This job was in preferred occupation	611.8	671.4	599.7	653.5	1,211.5	1,324.9	..	..
This job was not in preferred occupation	194.2	212.6	86.0	84.5	280.2	297.1	..	..
Registered with the CES and—								
Took no other active steps	11.2	7.6	*1.7	*2.6	12.9	10.2	15.3	12.1
Contacted prospective employers	68.2	74.7	13.6	12.6	81.8	87.3	177.4	147.3
Took other active steps	15.8	14.8	*3.4	*2.5	19.2	17.3	34.1	27.6
Total	95.1	97.1	18.8	17.6	114.0	114.7	226.8	187.0
Not registered with the CES and—								
Took only inactive steps	13.9	13.1	10.1	10.0	24.0	23.1	23.8	9.9
Contacted prospective employers	35.1	51.8	24.7	25.1	59.8	76.8	104.5	92.2
Took other active steps	16.7	17.3	7.9	10.8	24.6	28.1	29.0	23.6
Total	65.7	82.2	42.7	45.8	108.4	128.0	157.4	125.6
Had not looked for work in preferred occupation	33.4	33.4	24.5	21.0	57.9	54.4	3.9	*1.5
Did not have a preferred occupation	135.1	185.0	58.9	73.3	194.0	258.3	193.6	201.4
Labour force status—								
In the labour force	831.2	937.9	700.1	766.9	1,531.3	1,704.8	425.7	391.7
Employed	705.0	793.1	681.1	736.6	1,386.1	1,529.7	40.2	32.2
Unemployed	126.1	144.8	19.0	30.3	145.1	175.1	385.5	359.5
Not in the labour force	109.9	131.2	44.4	44.4	154.4	175.6	155.9	123.8
Sex—								
Males	447.3	510.4	399.6	444.2	846.9	954.6	296.7	260.9
Females	493.7	558.6	345.0	367.1	838.7	925.8	284.8	254.6
Total	941.1	1,069.0	744.5	811.3	1,685.6	1,880.3	581.6	515.6

(a) Includes persons who never attended school and those for whom secondary school qualifications could not be determined.

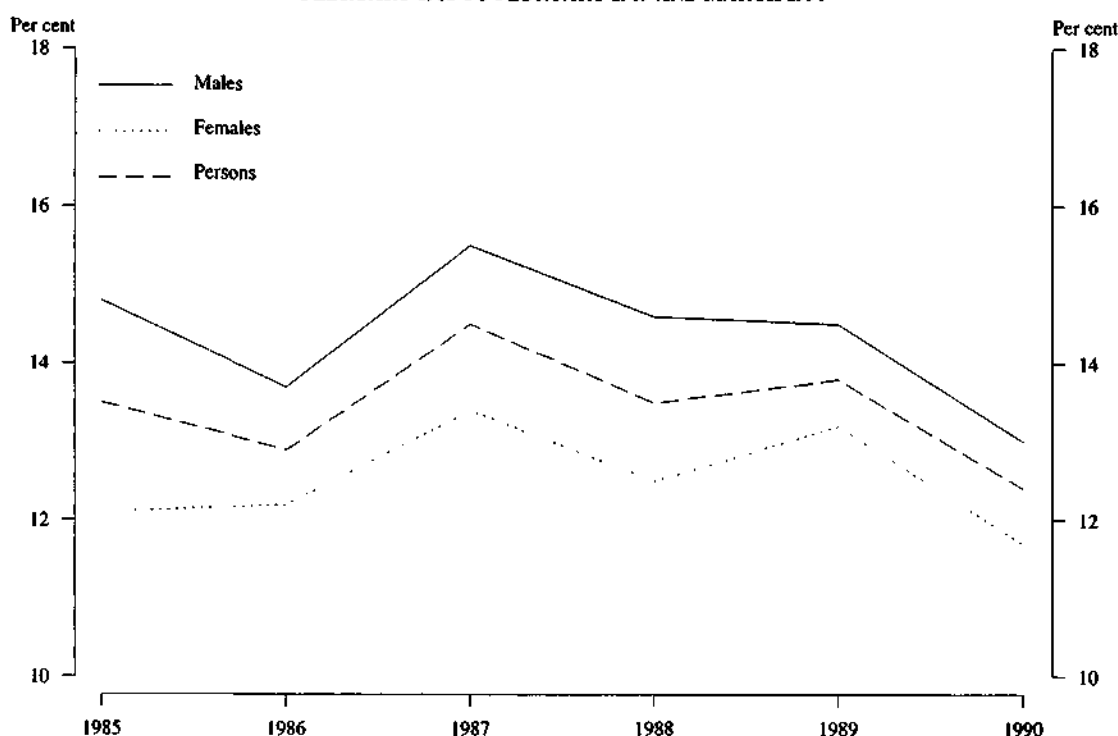
Source: Successful and Unsuccessful Job Search Experience, Australia, July 1990 (6245 0)

Labour Force Experience

An estimated 1,459,900 persons looked for work at some time during the year ending March 1990. The proportion of males who looked for work at some time during the year decreased from 15 per cent in 1985 to 13 per cent in 1990. The proportion of females in this category has been recorded as 12 or 13 per cent each year during the period 1985 to 1990.

Of the 1,459,900 persons who looked for work during 1990, 78 per cent had only one spell of looking for work — on average, this spell lasted 17 weeks.

CHART 4.8. ALL PERSONS : PROPORTION WHO HAD LOOKED FOR WORK AT SOME TIME IN THE TWELVE MONTHS PRIOR TO INTERVIEW, AUSTRALIA, FEBRUARY 1985 TO FEBRUARY 1989 AND MARCH 1990



Source: *Labour Force Experience, Australia (6206.0)*.

TABLE 4.14. PERSONS IN THE LABOUR FORCE AT SOME TIME DURING THE YEAR ENDING MARCH 1990: PROPORTION WHO LOOKED FOR WORK AT SOME TIME(a), AGE AND MARITAL STATUS, AUSTRALIA (Per cent)

Age group	Married			Not-married			Total		
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons
15-19	*57.5	49.5	51.1	34.0	35.8	34.9	34.2	36.4	35.3
20-24	24.6	22.5	23.3	25.7	24.3	25.1	25.5	23.7	24.7
25-34	10.9	14.2	12.4	19.9	21.7	20.6	14.1	16.5	15.2
35-44	8.5	10.8	9.5	17.1	17.4	17.3	10.0	12.1	10.9
45-54	6.8	9.1	7.7	14.0	19.1	16.6	7.8	11.1	9.1
55-59	8.7	5.3	7.6	11.5	*9.8	10.8	9.1	6.3	8.2
60-69	9.9	*1.6	8.2	13.4	*4.6	9.6	10.4	*2.7	8.5
Total	9.5	12.3	10.7	24.3	25.3	24.8	15.1	17.4	16.1

(a) Persons who looked for work at some time during the year ending March 1990, as a proportion of persons who were in the labour force at some time for each group.

Source: *Labour Force Experience, Australia, During the Year Ending March 1990 (6206.0)*.

Educational Attainment

As a percentage of the total unemployed, persons with post-school qualifications rose from 24 per cent to 29 per cent between February 1985 and February 1990; the reverse was true of persons without post-school qualifications whose share of the total unemployed fell from 71 per cent to 65 per cent. Persons without post-school qualifications who had not attended the highest level of secondary schooling available fell from 56 per cent of total unemployed persons in February 1985 to 48 per cent in February 1990.

The unemployment rate for persons with post-school qualifications fell from 5.4 per cent to 4.4 per cent between February 1985 and February 1990. For persons with a degree, the unemployment rate rose from 3.4 to 4.3 per cent while for those who had not attended the highest level of secondary school it fell from 12.0 to 9.0 per cent. A fall from 11.7 per cent to 8.8 per cent was recorded for persons without post-school qualifications.

TABLE 4.15. UNEMPLOYED PERSONS AGED 15 TO 69 : EDUCATIONAL ATTAINMENT AND UNEMPLOYMENT RATES, AUSTRALIA, FEBRUARY 1985 TO FEBRUARY 1990

February	With post-school qualifications				Without post-school qualifications			
	Degree	Trade qualification	Certificate or diploma	Total(a)	Attended highest level of secondary school	Did not attend highest level of secondary school	Total(b)	Total(c)
UNEMPLOYED ('000)								
1985	23.7	131.4		164.9	101.5	374.4	476.6	673.4
1986	27.9	128.3		169.1	97.6	344.7	444.4	649.6
1987	25.4	64.2	85.3	178.1	109.1	355.2	468.0	687.3
1988	27.2	61.8	89.5	181.8	97.2	308.2	410.9	633.0
1989	32.3	46.6	83.6	165.9	96.9	283.8	384.8	588.0
1990	37.5	46.3	80.5	168.3	96.6	277.2	377.4	581.8
UNEMPLOYMENT RATE (per cent)								
1985	3.4	5.8		5.4	10.9	12.0	11.7	9.3
1986	3.9	5.4		5.3	10.3	11.1	10.9	8.8
1987	3.6	5.0	6.2	5.2	11.0	11.6	11.5	9.0
1988	3.6	4.8	6.1	5.1	8.5	10.2	10.0	8.1
1989	4.0	3.6	5.3	4.5	9.0	9.2	9.2	7.3
1990	4.3	3.6	5.0	4.4	8.3	9.0	8.8	7.0
AVERAGE DURATION OF UNEMPLOYMENT (weeks)								
1985	27.0	36.6		35.6	29.0	55.0	49.7	44.6
1986	23.1	37.8		35.6	29.5	52.3	47.5	42.6
1987	37.0	54.6	29.2	39.3	30.9	57.9	51.8	46.4
1988	24.9	47.5	33.9	37.8	27.7	57.3	50.5	44.4
1989	23.4	63.6	31.7	39.4	22.5	59.1	50.1	44.8
1990	27.6	37.4	33.5	33.1	23.5	48.0	41.9	37.4
MEDIAN DURATION OF UNEMPLOYMENT (weeks)								
1985	9	13		12	10	26	20	16
1986	8	11		11	10	20	16	13
1987	11	15	10	12	11	24	18	14
1988	7	15	8	9	9	24	17	13
1989	8	19	8	9	8	18	13	11
1990	8	8	7	8	6	13	10	9

(a) Includes persons with other post-school qualifications (b) Includes persons who never attended school and those for whom secondary school qualifications could not be determined (c) Includes persons aged 15 to 20 still at school.

Source: Labour Force Status and Educational Attainment, Australia, February 1990 (6235.0).

TABLE 4.16. UNEMPLOYED PERSONS AGED 15 TO 69 : AGE AND EDUCATIONAL ATTAINMENT, AUSTRALIA, FEBRUARY 1990

	Age group						Total	
	15-19	20-24	25-34	35-44	45-54	55-69		
Educational attainment	— '000 —						(per cent)	
MALES								
With post-school qualifications(a)	*2.3	16.7	24.1	19.3	10.3	11.1	83.8	27.6
Degree	*0.4	4.4	6.4	4.6	*2.5	*1.3	19.6	6.5
Trade qualification	*0.8	6.1	10.7	9.7	5.7	6.8	39.8	13.1
Certificate or diploma	*1.2	6.2	6.5	4.2	*2.1	*2.9	23.0	7.6
Without post-school qualifications(b)	49.0	42.1	47.7	31.4	14.3	18.5	203.1	67.0
Attended highest level of secondary school available	17.5	11.7	8.0	6.8	*1.7	*1.7	47.6	15.7
Did not attend highest level of secondary school available	31.5	29.0	39.7	24.4	12.5	16.4	153.5	50.6
Left at age —								
16 and over	17.7	15.1	17.3	7.7	*2.9	*2.3	63.0	20.8
14 or 15	13.4	13.3	21.2	13.5	8.1	10.0	79.5	26.2
13 and under	*0.4	*0.6	*1.2	*3.2	*1.6	4.1	11.1	3.7
Still at school	16.2	*0.0	..	..	..	..	16.2	5.3
Total	67.5	58.8	71.8	50.6	24.6	29.7	303.1	100.0
FEMALES								
With post-school qualifications(a)	6.0	19.2	27.0	20.7	9.7	*2.0	84.5	30.3
Degree	*0.0	3.7	6.1	5.6	*1.9	*0.6	17.9	6.4
Trade qualification	*0.9	*1.4	*1.4	*1.9	*0.9	*0.0	6.5	2.3
Certificate or diploma	5.1	12.7	18.9	12.8	6.9	*1.2	57.5	20.6
Without post-school qualifications(b)	50.6	36.4	39.9	27.2	16.6	3.5	174.3	62.5
Attended highest level of secondary school available	20.3	13.1	7.5	5.3	*2.2	*0.6	49.0	17.6
Did not attend highest level of secondary school available	30.4	23.1	32.1	21.3	14.3	*2.3	123.6	44.3
Left at age —								
16 and over	16.4	13.1	15.6	6.6	3.5	*0.5	55.7	20.0
14 or 15	13.7	9.4	15.9	13.0	9.0	*1.2	62.3	22.4
13 and under	*0.2	*0.7	*0.7	*1.7	*1.8	*0.6	5.6	2.0
Still at school	19.9	*0.0	..	..	..	..	19.9	7.1
Total	76.5	55.6	66.9	48.0	26.3	5.5	278.7	100.0
PERSONS								
With post-school qualifications(a)	8.3	35.9	51.1	40.0	20.0	13.1	168.3	28.9
Degree	*0.4	8.1	12.5	10.2	4.4	*1.9	37.5	6.4
Trade qualification	*1.7	7.5	12.1	11.6	6.6	6.8	46.3	8.0
Certificate or diploma	6.2	18.8	25.5	16.9	8.9	4.1	80.5	13.8
Without post-school qualifications(b)	99.7	78.5	87.7	58.6	30.9	22.1	377.4	64.9
Attended highest level of secondary school available	37.8	24.8	15.5	12.1	4.0	*2.4	96.6	16.6
Did not attend highest level of secondary school available	61.9	52.2	71.8	45.8	26.8	18.7	277.2	47.6
Left at age —								
16 and over	34.1	28.2	32.8	14.4	6.4	*2.8	118.7	20.4
14 or 15	27.1	22.7	37.1	26.5	17.0	11.3	141.7	24.4
13 and under	*0.6	*1.3	*1.9	4.9	*3.4	4.7	16.8	2.9
Still at school	36.1	*0.0	..	..	..	..	36.1	6.2
Total	144.1	114.4	138.7	98.6	50.9	35.1	581.8	100.0

(a) Includes persons with other post-school qualifications. (b) Includes persons who never attended school and those for whom secondary school qualifications could not be determined.

Source: Labour Force Status and Educational Attainment, Australia, February 1990 (6235.0).

Families

In June 1990, of the 372,400 families with one or more members unemployed, 37.2 per cent had no member employed, 36.4 per cent had one employed and 26.4 per cent had two or more employed. Dependents were present in 60.6 per cent of the 372,400 families with one or more members unemployed.

Unemployment rates varied from 12.1 per cent for full-time students aged 15-24 to 11.8 per cent for sole parents to 4.1 per cent for husband or wife in married couple families. For persons who were not a member of a family the unemployment rate was 7.5 per cent. The average duration of unemployment for husbands or wives who were members of a family was 47.9 weeks. For sole parents it was 29.6 weeks and for those who were not members of a family, 45.5 weeks (living alone 69.2 weeks, not living alone 29.6 weeks).

TABLE 4.17. FAMILIES WITH ONE OR MORE MEMBERS UNEMPLOYED: TYPE OF FAMILY, EMPLOYMENT STATUS(a) OF FAMILY MEMBERS AND WHETHER DEPENDENTS PRESENT, AUSTRALIA, JUNE 1990
(^{'000 families})

	None employed			One employed			Two or more employed			Total		
	One unemp- loyed	Two or more unemp- loyed	Total	One unemp- loyed	Two or more unemp- loyed	Total	One unemp- loyed	Two or more unemp- loyed	Total	One unemp- loyed	Two or more unemp- loyed	Total
Married-couple families	74.8	20.2	95.0	100.6	6.4	107.0	81.1	7.9	89.0	256.6	34.4	291.0
With dependents present	48.5	13.2	61.7	63.9	4.2	68.1	54.5	3.7	58.1	166.8	21.1	187.9
Without dependents present	26.4	7.0	33.3	36.7	* 2.2	38.9	26.7	4.2	30.8	89.8	13.3	103.1
One-parent families	24.4	* 1.5	25.8	6.2	* 0.8	6.9	* 3.0	* 0.4	* 3.4	33.5	* 2.6	36.2
Other families	13.4	4.2	17.6	20.4	* 1.2	21.5	5.8	* 0.3	6.1	39.6	5.7	45.2
All families	112.6	25.9	138.5	127.1	8.4	135.5	90.0	8.5	98.4	329.7	42.7	372.4
With dependents present	73.1	14.9	88.1	70.6	5.0	75.6	57.7	4.1	61.8	201.5	24.0	225.5
Without dependents present	39.5	11.0	50.4	56.5	* 3.4	59.9	32.2	4.4	36.6	128.2	18.8	146.9

(a) Employment status refers to persons aged 15 and over only.

Source: Labour Force Status and Other Characteristics of Families, June 1990 (6224.0).

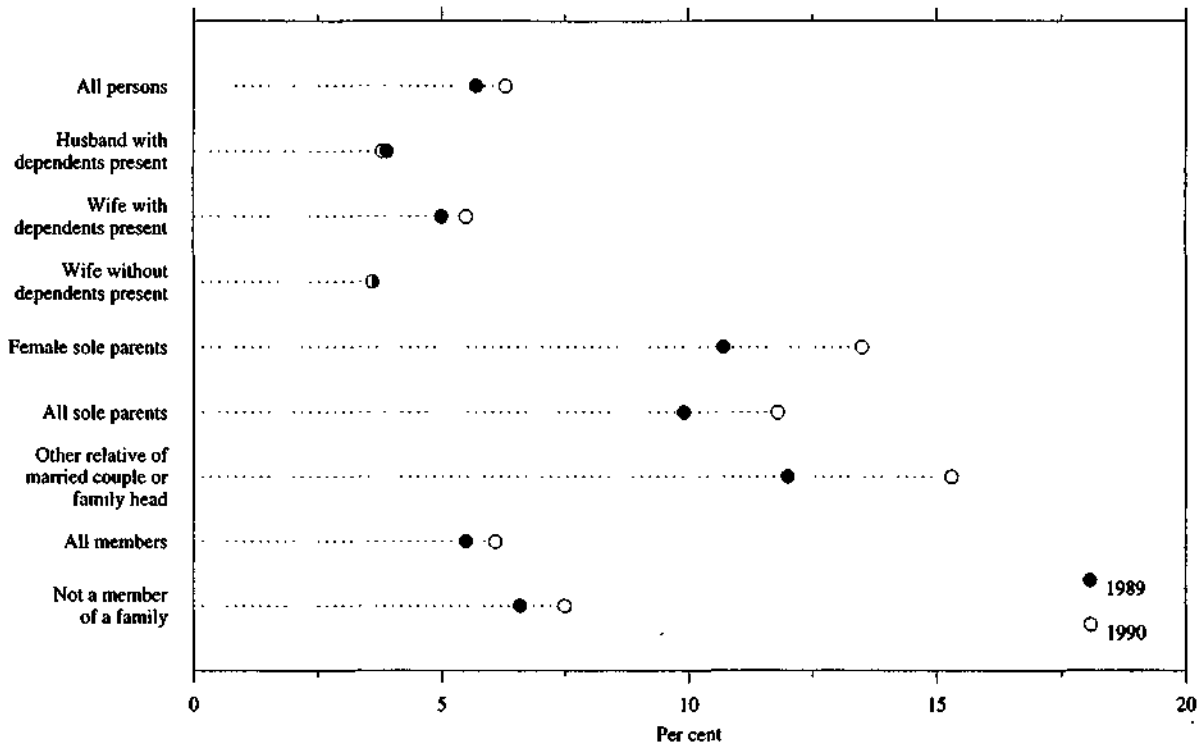
TABLE 4.18. FAMILY STATUS OF UNEMPLOYED PERSONS(a) : UNEMPLOYMENT RATES, AUSTRALIA, JUNE 1988 TO 1990
(per cent)

	Males			Females			Persons		
	June 1988	June 1989	June 1990	June 1988	June 1989	June 1990	June 1988	June 1989	June 1990
Member of a family	6.3	5.0	5.6	7.7	6.3	6.7	6.8	5.5	6.1
Husband or wife	4.3	3.7	3.6	5.2	4.4	4.7	4.7	4.0	4.1
With dependents present	4.5	3.9	3.8	6.2	5.0	5.5	5.2	4.3	4.5
Without dependents present	3.9	3.4	3.3	3.8	3.6	3.6	3.8	3.5	3.4
Sole parent	*8.2	*6.2	*4.2	16.4	10.7	13.5	14.8	9.9	11.8
Other family head	*7.6	*5.4	8.2	10.5	8.2	9.2	9.3	7.0	8.8
Full-time student aged 15-21(b)	19.1	12.9	14.3	17.1	14.0	10.4	18.0	13.5	12.1
Other child (c) of married couple or family head	11.5	8.4	11.5	10.8	9.2	10.4	11.2	8.7	11.1
Other relative of married couple or family head	14.1	9.7	13.6	19.6	15.7	17.9	16.1	12.0	15.3
Not a member of a family	7.9	6.3	7.4	8.5	7.2	7.7	8.1	6.6	7.5
Living alone	7.8	6.1	7.2	7.5	6.0	6.7	7.7	6.1	7.0
Not living alone	8.0	6.4	7.5	9.2	7.9	8.5	8.5	7.0	7.9
Total	6.5	5.2	5.9	7.8	6.4	6.8	7.0	5.7	6.3

(a) Civilians who were residents of households where family status was determined. See the Technical Notes for further information. (b) Excludes persons aged 20-24 attending school. Also excludes full-time students aged 15-24 who are classified as husbands, wives, sole parents or other family heads. (c) Aged 15 and over.

Source: Labour Force Status and Other Characteristics of Families, Australia, (6224.0).

CHART 4.9. UNEMPLOYED PERSONS: FAMILY STATUS, UNEMPLOYMENT RATES, AUSTRALIA, JUNE 1989 AND JUNE 1990



Source: Labour Force Status and Other Characteristics of Families, Australia, June 1990 (6224.0).

TABLE 4.19. FAMILY STATUS OF UNEMPLOYED PERSONS(a) : DURATION OF UNEMPLOYMENT, AUSTRALIA, JUNE 1990

	Duration of unemployment (weeks)									
	Under 2	2 and under 4	4 and under 8 —'000—	8 and under 13	13 and under 26	26 and under 52	52 and over	Total	Average duration —weeks—	Median duration
Member of a family	37.0	49.5	53.9	43.4	72.6	71.0	96.1	423.6	43.8	17
Husband or wife	17.2	26.8	26.4	19.9	32.0	30.9	53.5	206.7	47.9	17
With dependents present	9.2	20.4	19.9	12.4	23.8	20.0	33.7	139.3	44.7	16
Without dependents present	8.0	6.4	6.5	7.5	8.2	11.0	19.8	67.4	54.3	18
Sole parents	*3.0	*2.8	*2.9	*3.2	3.5	3.7	4.5	23.6	29.6	10
Other family head	*0.9	*1.1	*2.3	*1.1	*0.5	*1.3	3.7	10.9	63.5	*13
Full-time student aged 15-24(b)	5.1	4.9	4.6	*2.6	9.5	6.2	3.7	36.7	19.7	13
Other child of married couple or family head	9.9	13.0	15.7	15.1	25.2	25.7	26.7	131.3	43.8	19
Other relative of married couple or family head	*0.9	*0.8	*2.0	*1.6	*1.8	*3.2	4.1	14.4	54.4	26
Not a member of a family	5.5	10.6	12.1	10.7	14.6	11.6	17.5	82.7	45.5	13
Living alone	*203	4.5	*3.4	*2.6	4.9	5.1	10.4	33.2	69.2	23
Not living alone	*3.3	6.4	8.7	8.1	9.7	6.4	7.2	49.5	29.6	11
Total	42.5	60.1	66.0	54.1	87.2	82.6	113.7	506.2	44.0	16

(a) Civilians who were residents of households where family status was determined (b) Excludes persons aged 20-24 attending school. Also excludes full-time students aged 15-24 who were classified as husbands, wives, sole parents or other family heads. (c) Aged 15 and over.

Source: Labour Force Status and Other Characteristics of Families, Australia, June 1990 (6224.0).

Job Vacancies

A job vacancy is a job available for immediate filling on the survey reference date and for which recruitment action has been taken. For a full definition of a job vacancy refer to the Glossary. Vacancies available only to persons already employed by the organisation are excluded.

The estimated number of job vacancies in Australia at November 1990 on a seasonally adjusted basis was 35,400 — a 46.4 per cent decrease on November 1989. In original terms, November 1990 vacancies were estimated at 34,100 — a decrease of 28,600 since November 1989.

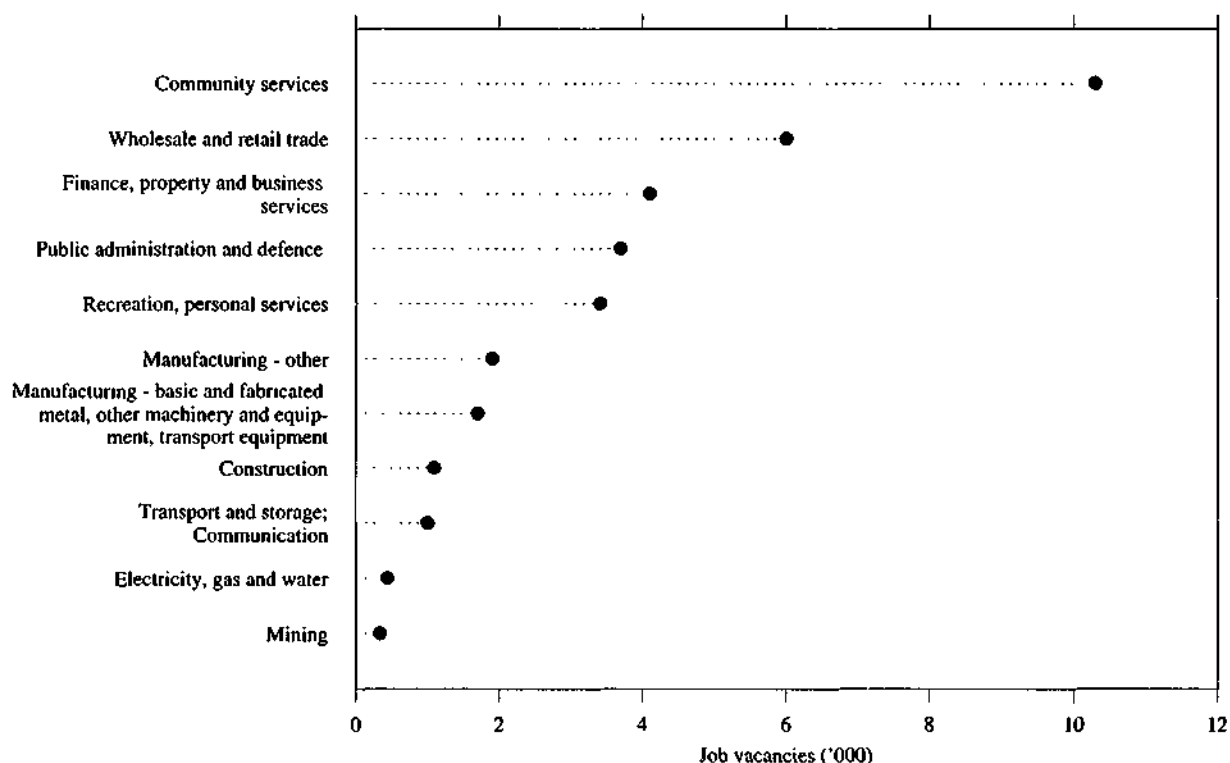
The greatest decreases since November 1989 were recorded in the Manufacturing (8,000) and Wholesale and retail trade (8,100) industries.

TABLE 4.20. JOB VACANCIES : INDUSTRY, AUSTRALIA, NOVEMBER 1985 TO NOVEMBER 1990
(’000)

Industry	November					
	1985	1986	1987	1988	1989	1990
Mining	0.6	0.8	1.5	0.7	0.4	0.3
Manufacturing—	10.6	10.5	10.0	15.1	11.7	3.7
Basic and fabricated metal products, other machinery and equipment, transport equipment	4.6	4.0	4.4	6.9	5.5	*1.7
Other manufacturing	6.0	6.6	5.6	8.2	6.2	1.9
Non-manufacturing—						
Electricity, gas and water	0.9	0.4	0.5	0.8	0.7	0.4
Construction	1.7	1.7	2.0	3.5	3.3	1.1
Wholesale and retail trade	9.6	9.1	12.3	15.5	14.1	6.0
Transport and storage; Communication	2.4	1.4	1.6	2.0	2.3	*1.0
Finance, property and business services	6.4	6.9	4.4	7.5	6.4	4.1
Public administration and defence	3.8	4.6	3.8	4.3	4.9	3.7
Community services	11.8	13.7	12.6	13.2	12.8	10.3
Recreation, personal and other services	3.9	2.7	3.5	4.0	6.1	3.4
Total all industries	51.8	51.9	52.2	66.6	62.7	34.1

Source: *Job Vacancies and Overtime, Australia (6354.0)*.

CHART 4.10. JOB VACANCIES: INDUSTRY, AUSTRALIA, NOVEMBER 1990



Source: *Job Vacancies and Overtime, Australia (6354.0)*.

CHAPTER 5

PERSONS NOT IN THE LABOUR FORCE

Persons not in the labour force represent that group of the population who during a particular week are not employed or unemployed. From the labour market perspective, the main interest is in their potential to participate in the labour force. In addition to analysing persons not in the labour force by their demographic and family characteristics, attention is also focussed on their degree of attachment to the labour force. This is achieved by examining the concepts of 'marginal attachment to the labour force' and 'discouraged jobseekers'.

The sources for the statistics in this chapter are the ABS monthly labour force survey and associated supplementary surveys. In particular, a survey of persons not in the labour force is conducted annually to examine the labour force attachments of persons not in the labour force.

Persons Not In the Labour Force

There were 4,883,700 persons not in the labour force in August 1990, 1,641,100 males and 3,242,700 females.

Females comprised 66.4 per cent of persons not in the labour force in August 1990 compared with 72.0 per cent ten years earlier.

In August 1990, 37.3 per cent of persons not in the labour force were aged 65 and over, compared with 31.1 per cent in August 1980.

A survey conducted in September 1990 analysed the characteristics of persons aged 15 to 69 who were not in the labour force. There were 3,550,100 persons not in the labour force, accounting for 29 per cent of the civilian population aged 15 to 69. This proportion is similar to the proportion estimated in September 1989 (30%).

- Females comprised some 69 per cent of those not in the labour force, whereas they constituted 42 per cent of persons in the labour force.
- Some 72 per cent of women not in the labour force reported home duties/child care as their main activity. This category accounted for 5 per cent of men not in the labour force.
- There were approximately the same numbers (about 330,000) of men and women not in the labour force whose main activity was attending an educational institution.
- About 38 per cent of males and 7 per cent of females not in the labour force were reported as retired/voluntarily inactive.
- Of those persons not in the labour force, approximately 33 per cent had either last had a job twenty or more years ago, or had never had a job.

Discouraged Jobseekers

In September 1990 there were an estimated 100,900 discouraged jobseekers. The lowest percentage of these persons was in the 20 to 24 age group (5%) and the highest percentage was in the 55 to 64 age group with 24 per cent. In previous surveys, these age groups have consistently had the lowest and highest numbers of discouraged jobseekers, respectively.

The estimated number of discouraged jobseekers has increased since the last survey, with the most prominent increase occurring in the 35 to 44 year age group (a rise of 5.0 percentage points).

TABLE 5.1. PERSONS NOT IN THE LABOUR FORCE : AGE, AUSTRALIA, AUGUST 1980 TO AUGUST 1990
(^{'000})

August	Age group								70 and over	Total
	15-19	20-24	25-34	35-44	45-54	55-59	60-64	65-69		
MALES										
1980	243.6	59.5	53.5	36.4	66.2	61.0	141.6	203.7	327.6	1,193.2
1981	248.0	56.3	56.9	44.5	67.1	69.7	143.5	208.1	342.4	1,236.6
1982	243.6	70.4	63.4	48.2	77.0	78.0	160.5	218.3	355.3	1,314.6
1983	271.0	69.0	57.2	52.1	74.5	82.0	183.2	216.3	373.8	1,379.2
1984	267.6	71.0	62.1	57.1	78.1	89.0	190.6	216.7	386.6	1,418.8
1985	280.8	68.6	70.2	57.8	79.4	90.7	198.3	219.8	403.9	1,469.5
1986(a)	284.2	72.2	67.3	65.2	80.9	93.2	193.2	233.9	419.3	1,509.4
1987	299.5	69.7	71.3	66.4	87.2	96.8	186.9	243.6	434.2	1,565.4
1988	311.7	65.1	85.0	71.7	109.1	98.9	190.2	257.5	444.8	1,633.9
1989	288.9	72.1	72.1	84.8	100.8	92.9	182.2	268.3	457.6	1,619.7
1990	297.1	76.7	80.7	74.0	96.5	87.9	180.8	275.3	472.1	1,641.1
FEMALES										
1980	260.1	181.1	558.9	357.2	386.3	263.2	268.2	267.0	529.7	3,071.7
1981	272.6	188.7	571.9	378.3	375.7	260.5	284.3	271.8	550.8	3,154.6
1982	276.8	197.0	570.6	402.3	372.8	275.3	301.2	275.8	571.0	3,242.8
1983	270.2	193.4	588.8	421.2	381.4	267.7	303.3	280.8	592.3	3,299.1
1984	279.6	186.8	568.9	429.1	374.0	270.9	316.5	273.6	620.5	3,319.9
1985	281.5	173.8	542.3	417.3	377.6	272.3	323.7	282.3	642.7	3,313.6
1986(a)	287.1	165.7	520.4	397.8	351.9	263.8	321.1	293.3	665.2	3,266.3
1987	315.0	157.8	507.1	399.3	354.8	254.4	320.1	301.8	681.2	3,291.4
1988	303.1	156.6	514.6	384.9	351.6	248.4	315.4	317.2	696.8	3,288.6
1989	295.5	148.1	482.6	376.3	346.7	244.2	318.1	331.3	715.9	3,258.7
1990	294.4	141.3	486.8	357.4	345.5	236.0	308.1	333.2	740.0	3,242.7
PERSONS										
1980	503.7	240.7	612.4	393.6	452.5	324.2	409.8	470.8	857.3	4,264.9
1981	520.7	244.9	628.8	422.8	442.8	330.2	427.9	479.9	893.2	4,391.2
1982	520.4	267.4	634.0	450.5	449.7	353.3	461.7	494.1	926.3	4,557.4
1983	541.2	262.4	646.1	473.3	455.9	349.7	486.5	497.1	966.2	4,678.3
1984	547.2	257.8	631.0	486.2	452.1	359.9	507.2	490.3	1,007.2	4,378.7
1985	562.2	242.5	612.6	475.2	457.0	363.1	522.0	502.0	1,046.5	4,783.1
1986(a)	571.3	237.9	587.7	463.0	432.8	357.0	514.3	527.0	1,084.5	4,775.7
1987	614.5	227.5	578.4	465.7	441.9	351.1	517.0	545.3	1,115.4	4,856.8
1988	614.8	221.7	599.6	456.6	460.7	347.3	505.5	574.8	1,141.5	4,922.5
1989	584.4	220.2	554.7	461.0	447.5	337.1	500.3	599.6	1,173.5	4,878.5
1990	591.4	218.0	567.5	431.4	442.0	323.9	488.8	608.5	1,212.1	4,883.7

(a) Estimates from August 1986 are based on a revised definition introduced in April 1986. See the Technical Notes for further information.

Source: *The Labour Force, Australia* (6203 0).

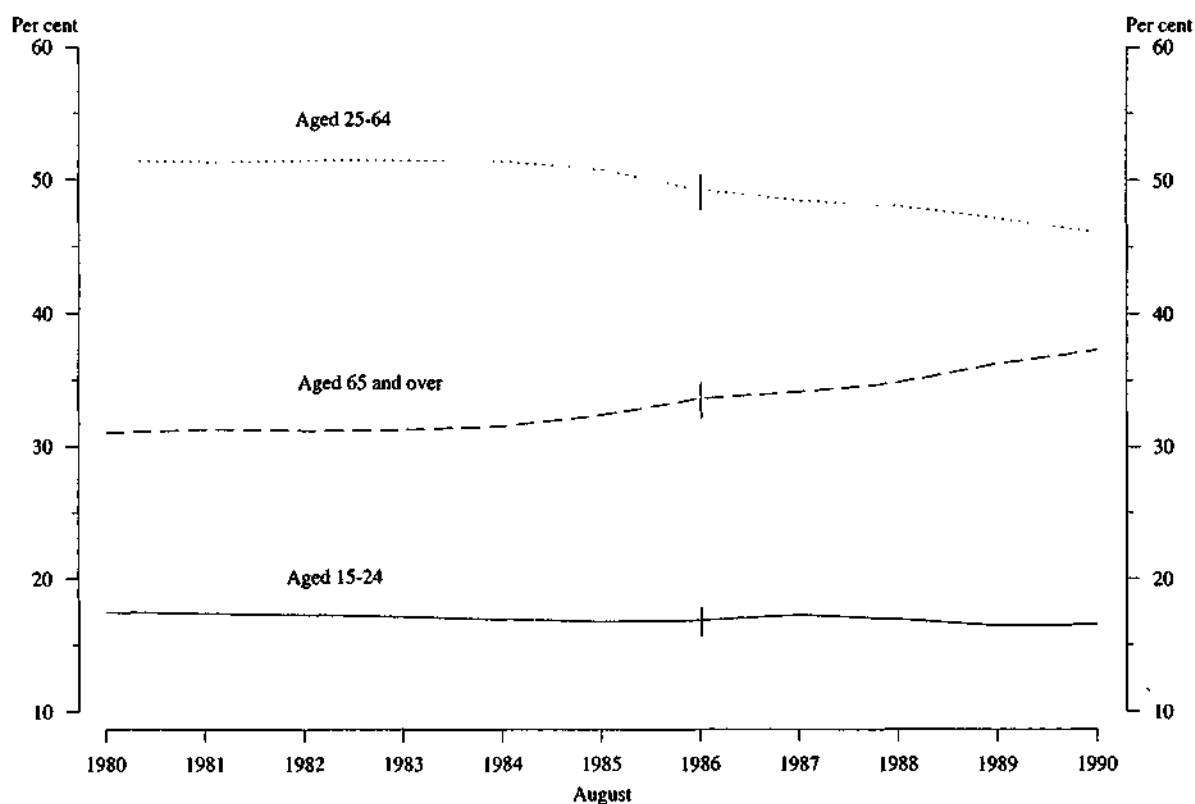
TABLE 5.2. PERSONS NOT IN THE LABOUR FORCE : WHETHER LOOKING FOR WORK AND MARITAL STATUS, AUSTRALIA, AUGUST 1990
(^{'000})

	Males			Females			Persons
	Married	Not married	Total	Married	Not married	Total	
<i>Looking for work</i>	10.5	26.8	37.3	27.7	26.9	54.6	91.9
Took active steps to find work(a)	5.1	12.8	17.9	6.3	13.0	19.4	37.3
Did not take active steps to find work	5.5	14.0	19.4	21.4	13.9	35.2	54.7
Not looking for work	849.0	655.4	1,544.5	1,806.4	1,238.3	3,044.7	4,549.2
Permanently unable to work	16.32	12.4	28.6	5.9	17.5	23.4	52.1
In institutions	23.1	47.5	70.6	18.4	101.6	120.0	190.6
Total	899.0	742.0	1,641.1	1,858.4	1,384.3	3,242.7	4,883.7

(a) Not available to start work in the reference week for reasons other than own temporary illness or injury.

Source: *The Labour Force, Australia* (6203 0).

CHART 5.1. PERSONS NOT IN THE LABOUR FORCE BY AGE, AUSTRALIA



Indicates break in series. Estimates from August 1986 are based on a revised definition introduced in April 1986. See the Technical Notes for further information.

Source: *The Labour Force, Australia* (6203.0)

TABLE 5.3. PERSONS NOT IN THE LABOUR FORCE(a) : FAMILY STATUS, AUSTRALIA, AUGUST 1990

	Number ('000)			Proportion of population (b)		
	Males	Females	Persons	Males	Females	Persons
Member of a family	1,222.9	2,409.9	3,632.8	23.1	45.7	34.4
Husband or wife	824.0	1,745.2	2,569.2	21.7	46.8	33.7
With dependents present	112.2	761.0	873.2	5.5	52.9	22.0
Without dependents present	711.7	984.2	1,696.0	38.5	55.0	46.6
Sole parent	9.3	155.7	165.0	19.0	47.6	43.9
Other family head	32.8	128.7	161.6	41.3	64.7	58.1
Full-time student aged 15-24(c)	267.0	240.3	507.3	67.0	59.2	63.1
Other child(b) of married couple or family head	61.9	45.5	107.4	7.9	9.4	8.5
Other relative of married couple or family head	27.9	94.5	122.4	32.7	72.0	56.5
Not a member of a family	224.3	528.9	753.2	26.2	54.1	41.1
Living alone	164.8	468.5	633.3	36.5	71.6	57.3
Not living alone	59.5	60.3	119.9	14.7	18.7	16.4
Total	1,447.2	2,938.8	4,386.0	23.6	47.0	35.4

(a) Civilians who were residents of households where family status was determined. (b) Aged 15 and over. (c) Excludes persons aged 20-24 attending school. Also excludes full-time students aged 15-24 who are classified as husbands, wives, sole parents or other family heads.

Source: *The Labour Force, Australia* (6203.0).

Persons Not In the Labour Force With Marginal Attachment to the Labour Force

Persons with marginal attachment to the labour force (i.e. persons neither employed nor unemployed who nevertheless reported some attachment to the labour force) numbered 752,500 in September 1990. This represents 21 per cent of all persons aged 15 to 69 not in the labour force. The 15 to 24 years age group made up 30 per cent of this number, the 25 to 34 years age group accounted for 27 per cent, while 18 per cent were aged 35 to 44 years. Some 74 per cent of persons with marginal attachment to the labour force were females.

TABLE 5.4. CIVILIAN POPULATION AGED 15 TO 69 : MARGINAL ATTACHMENT AND LABOUR FORCE STATUS, AUSTRALIA, SEPTEMBER 1986 TO SEPTEMBER 1990
(^{'000})

	Sept. 1986	March 1987	March 1988	Sept. 1988	Sept. 1989	Sept. 1990
MALES						
<i>Civilian population aged 15 to 69</i>	5,590.5	5,634.9	5,764.5	5,829.8	5,977.6	6,070.2
Persons in the labour force	4,570.4	4,632.7	4,711.6	4,718.5	4,872.8	4,971.4
Persons not in the labour force	1,020.1	1,022.2	1,052.9	1,111.4	1,104.8	1,098.8
With marginal attachment to the labour force	156.8	163.9	177.6	190.8	186.9	195.4
Wanted to work and were actively looking for work	26.3	12.1	13.3	34.7	25.8	26.3
Were available to start work within four weeks	9.1	10.0	10.8	14.8	12.6	12.6
Were not available to start work within four weeks	17.1	2.1	2.5	19.9	13.2	13.7
Wanted to work but were not actively looking for work and were available to start work within four weeks	130.5	151.8	164.3	156.1	161.1	169.2
Discouraged jobseekers	16.2	22.2	19.5	19.7	18.2	24.2
Other	114.3	129.6	144.8	136.4	142.9	144.9
Without marginal attachment to the labour force	863.3	858.2	875.3	920.6	917.9	903.4
Wanted to work but were not actively looking for work and were not available to start work within four weeks	67.4	54.5	63.1	73.9	76.4	85.1
Did not want to work	731.4	733.3	745.5	782.8	759.1	743.3
Permanently unable to work	23.5	20.0	24.1	26.4	25.3	34.8
Institutionalised persons and boarding school pupils	41.0	50.5	42.6	37.5	57.0	40.2
FEMALES						
<i>Civilian population aged 15 to 69</i>	5,550.8	5,613.0	5,722.5	5,783.8	5,905.8	5,994.1
Persons in the labour force	3,019.5	3,138.4	3,255.1	3,274.7	3,443.5	3,542.8
Persons not in the labour force	2,531.3	2,474.6	2,467.4	2,509.1	2,462.3	2,451.3
With marginal attachment to the labour force	580.4	532.5	547.4	530.9	521.5	557.1
Wanted to work and were actively looking for work	30.7	19.0	20.3	31.0	29.5	31.3
Were available to start work within four weeks	17.5	13.5	16.1	20.0	15.2	18.9
Were not available to start work within four weeks	13.2	5.5	4.2	11.0	14.4	12.4
Wanted to work but were not actively looking for work and were available to start work within four weeks	549.6	513.4	527.1	499.9	492.0	525.8
Discouraged jobseekers	67.4	72.2	72.5	64.1	57.9	76.6
Other	482.2	441.2	454.6	435.7	434.1	449.2
Without marginal attachment to the labour force	1,950.9	1,942.1	1,919.9	1,978.2	1,940.8	1,894.2
Wanted to work but were not actively looking for work and were not available to start work within four weeks	192.5	177.4	187.2	207.4	209.9	225.4
Did not want to work	1,722.4	1,727.6	1,692.4	1,732.9	1,692.0	1,618.3
Permanently unable to work	12.0	8.8	13.4	10.8	9.8	17.6
Institutionalised persons and boarding school pupils	24.0	28.3	26.9	27.1	29.2	32.9
PERSONS						
<i>Civilian population aged 15 to 69</i>	11,141.3	11,267.9	11,487.0	11,613.6	11,883.4	12,064.3
Persons in the labour force	7,589.9	7,771.2	7,966.8	7,993.2	8,316.3	8,514.2
Persons not in the labour force	3,551.4	3,496.7	3,520.2	3,620.4	3,567.1	3,550.1
With marginal attachment to the labour force	737.2	696.4	725.0	721.7	708.4	752.5
Wanted to work and were actively looking for work	57.0	31.1	33.6	65.7	55.3	57.6
Were available to start work within four weeks	26.7	23.6	26.9	34.8	27.7	31.5
Were not available to start work within four weeks	30.3	7.6	6.7	30.9	27.6	26.1
Wanted to work but were not actively looking for work and were available to start work within four weeks	680.2	665.3	691.4	656.0	653.1	694.9
Discouraged jobseekers	83.6	94.4	92.0	83.8	76.1	100.9
Other	596.5	570.9	599.4	572.2	577.0	594.1
Without marginal attachment to the labour force	2,814.2	2,800.3	2,795.2	2,898.8	2,858.7	2,797.6
Wanted to work but were not actively looking for work and were not available to start work within four weeks	259.9	231.8	250.3	281.3	286.3	310.5
Did not want to work	2,453.8	2,460.9	2,437.8	2,515.7	2,451.1	2,361.6
Permanently unable to work	35.5	28.8	37.5	37.2	35.1	52.4
Institutionalised persons and boarding school pupils	65.0	78.8	69.5	64.7	86.2	73.1

Source: *Persons Not in the Labour Force, Australia, September 1990* (6220.0).

**TABLE 5.5. PERSONS NOT IN THE LABOUR FORCE WITH MARGINAL ATTACHMENT TO THE LABOUR FORCE:
MAIN REASON FOR NOT ACTIVELY LOOKING FOR WORK, AUSTRALIA, SEPTEMBER 1986 TO SEPTEMBER 1990
(^{'000})**

	Sept. 1986	March 1987	March 1988	Sept. 1988	Sept. 1989	Sept. 1990
MALES						
Wanted to work and were actively looking for work	26.3	12.1	13.3	34.7	25.8	26.3
Wanted to work but were not actively looking for work and were available to start work within four weeks	130.5	151.8	164.3	156.1	161.1	169.2
Main reason for not actively looking for work—						
Had a job to go to(a)	4.9	8.6	6.6	5.8	8.0	7.1
Personal reasons	93.5	105.7	118.4	110.4	114.7	118.8
Family reasons	3.8	*3.8	5.7	*4.1	5.1	5.2
Discouraged jobseekers	16.2	22.2	19.5	19.7	18.2	24.2
No jobs in suitable hours	*1.1	*1.2	*1.3	*2.1	*1.1	*0.7
Other reasons	10.4	9.7	11.4	12.5	12.6	12.0
Did not know	*0.6	*0.8	*1.4	*1.5	*1.5	*1.2
Total	156.8	163.9	177.6	190.8	186.9	195.4
FEMALES						
Wanted to work and were actively looking for work	30.7	19.0	20.3	31.0	29.5	31.3
Wanted to work but were not actively looking for work and were available to start work within four weeks	549.6	513.4	527.1	499.9	492.0	525.8
Main reason for not actively looking for work—						
Had a job to go to(a)	15.6	15.1	17.4	13.4	12.1	12.7
Personal reasons	152.4	153.0	161.7	145.8	159.9	160.2
Own ill health/physical disability/pregnancy	33.3	36.5	42.5	35.0	44.3	43.3
Attending an educational institution	55.5	58.0	65.4	55.7	63.8	62.0
Had no need to work	32.3	27.7	25.6	28.3	25.9	31.9
Give others a chance	6.3	4.6	5.9	*3.6	*2.8	*4.3
Welfare payments/pension may be affected	12.7	15.2	12.5	10.5	11.8	10.0
Moved house/holidays	12.2	11.1	9.9	12.6	11.2	8.7
Family reasons	263.3	235.1	236.3	239.2	222.5	234.5
Ill health of other than self	10.8	11.6	11.0	10.6	10.8	10.0
Unable to find suitable childcare	71.9	67.6	79.5	83.1	73.6	81.1
Children too young/preferred to look after children	138.7	116.1	106.8	107.7	102.0	95.2
Other family considerations	42.0	39.7	39.0	37.8	36.1	48.1
Discouraged jobseekers	67.4	72.2	72.5	64.1	57.9	76.6
Considered too young or too old by employers	18.1	25.0	25.0	23.5	22.8	26.0
Difficulties with language or ethnic background	3.1	3.3	5.6	5.3	*3.0	7.4
Lacked necessary schooling/training/skills/experience	8.5	10.4	10.9	12.0	9.0	11.3
No jobs in locality or line of work	27.8	23.7	24.1	17.5	19.3	24.5
No jobs at all	9.7	9.8	7.0	5.7	*3.8	7.4
No jobs in suitable hours	15.4	10.7	13.4	8.6	9.5	10.4
Other reasons	29.7	19.2	21.4	24.1	23.9	25.3
Did not know	5.8	8.2	4.5	4.7	6.2	6.0
Total	580.4	532.5	547.4	530.9	521.5	557.1
PERSONS						
Wanted to work and were actively looking for work	57.0	31.1	33.6	65.7	55.3	57.6
Wanted to work but were not actively looking for work and were available to start work within four weeks	680.2	665.3	691.4	656.0	653.1	694.9
Main reason for not actively looking for work—						
Had a job to go to(a)	20.5	34.7	23.9	19.1	20.1	19.8
Personal reasons	245.9	258.7	280.1	256.2	274.5	279.0
Own ill health/physical disability/pregnancy	55.9	61.1	76.2	69.6	79.2	78.9
Attending an educational institution	106.9	119.8	128.2	111.0	122.1	124.1
Had no need to work	39.6	36.8	32.7	35.9	34.9	42.5
Give others a chance	7.1	5.2	6.4	*3.8	*3.1	5.1
Welfare payments/pension may be affected	18.9	20.4	17.7	16.9	16.3	13.6
Moved house/holidays	17.6	15.3	19.0	19.0	19.0	14.8
Family reasons	267.1	238.9	242.0	243.2	227.6	239.7
Ill health of other than self	11.4	12.9	12.7	12.7	11.4	11.3
Unable to find suitable childcare	72.6	68.2	81.0	83.7	74.3	82.4
Children too young/preferred to look after children	140.2	117.2	108.2	108.3	102.8	96.6
Other family considerations	43.0	40.5	40.2	38.6	39.1	49.4
Discouraged jobseekers	83.6	94.4	92.0	83.8	76.1	100.9
Considered too young or too old by employers	25.5	35.1	35.4	32.5	30.8	38.6
Difficulties with language or ethnic background	3.8	4.2	6.0	6.5	*3.8	9.2
Lacked necessary schooling/training/skills/experience	10.2	12.5	12.6	14.6	10.6	14.1
No jobs in locality or line of work	32.7	31.1	29.7	23.0	25.7	29.9
No jobs at all	11.4	11.6	8.4	7.2	5.2	9.0
No jobs in suitable hours	16.5	11.8	14.7	10.7	10.6	11.0
Other reasons	40.2	28.9	32.8	36.7	36.4	37.3
Did not know	6.4	9.0	5.9	6.3	7.7	7.2
Total	737.2	696.4	725.0	721.7	708.4	752.5

(a) Includes persons who had a job but, up to the end of the reference week, had been away from work without pay for four weeks or longer and had not been actively looking for work.

Source: *Persons Not in the Labour Force, Australia, September 1990* (6220.0).

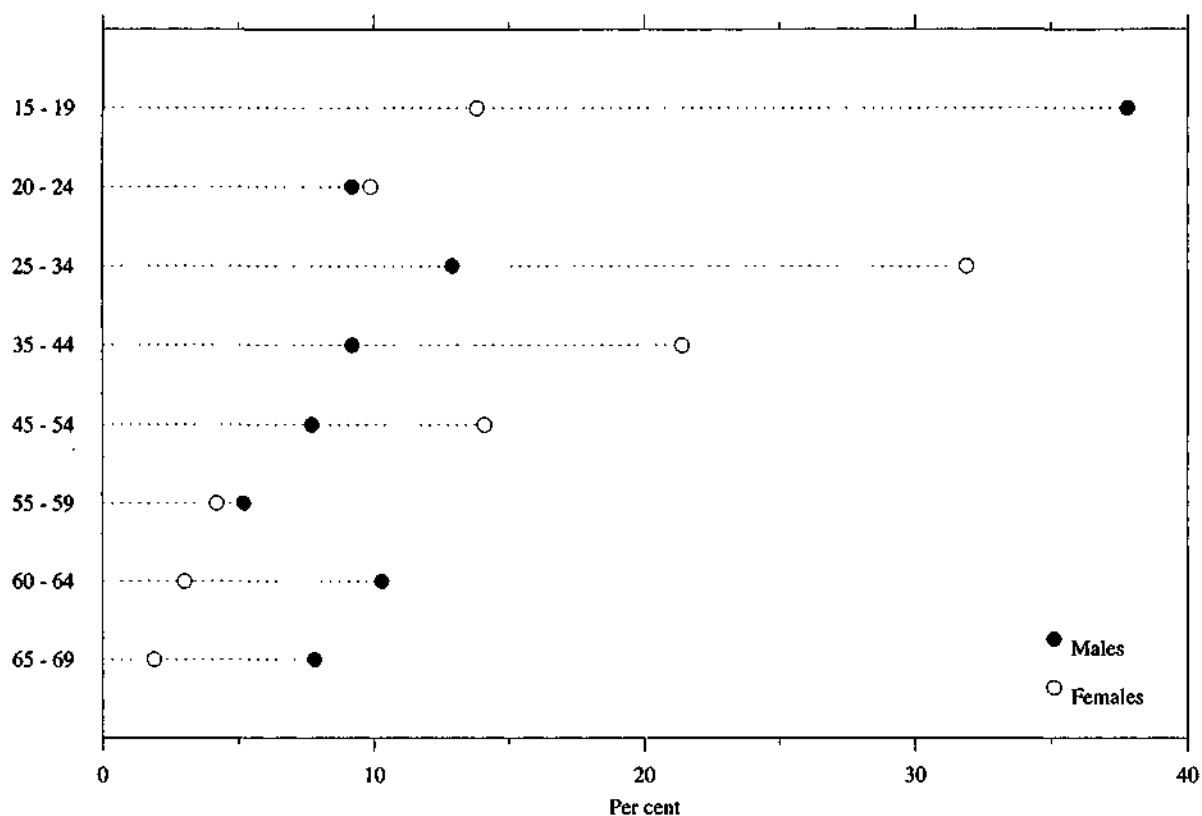
TABLE 5.6. PERSONS NOT IN THE LABOUR FORCE WITH MARGINAL ATTACHMENT TO THE LABOUR FORCE : MAIN REASON FOR NOT ACTIVELY LOOKING FOR WORK, INTENTION TO LOOK FOR WORK IN THE NEXT TWELVE MONTHS AND TYPE OF WORK PREFERRED, AUSTRALIA, SEPTEMBER 1990
(^{'000})

	<i>Intention to look for work in the next twelve months</i>			<i>Not asked(a)</i>	<i>Type of work preferred</i>		
	<i>Intended to look</i>	<i>Did not intend to look</i>	<i>Did not know/might look</i>		<i>Full-time</i>	<i>Part-time</i>	<i>Total(b)</i>
Wanted to work and were actively looking for work	..	..	..	57.6	32.8	22.1	57.6
Were available to start work within four weeks	..	..	..	31.5	16.2	13.8	31.5
Were not available to start work within four weeks	..	..	..	26.1	16.6	8.3	26.1
Wanted to work but were not actively looking for work and were available to start work within four weeks	313.2	207.8	154.2	19.8	151.2	503.8	694.9
<i>Main reason for not actively looking for work—</i>							
Had a job to go to(c)	..	..	..	19.8	9.3	10.0	19.8
Personal reasons	143.7	74.3	61.0	..	75.0	188.5	279.0
Own ill health/physical disability/pregnancy	33.5	22.5	23.0	..	24.0	46.1	78.9
Attending an educational institution	83.9	20.2	20.0	..	37.0	84.7	124.1
Had no need to work	8.3	21.4	12.8	..	* 4.0	37.0	42.5
Give others a chance	* 0.6	* 3.6	* 1.0	..	* 0.2	4.8	5.1
Welfare payments/pension may be affected	* 3.9	5.9	* 3.8	..	* 2.1	10.6	13.6
Moved house/holidays	13.6	* 0.7	* 0.4	..	7.7	5.4	14.8
Family reasons	88.7	90.5	60.5	..	30.9	197.8	239.7
Ill health of other than self	* 3.6	* 3.9	* 3.8	..	* 1.9	8.9	11.3
Childcare	66.3	72.0	40.7	..	22.6	147.9	179.0
No childcare in locality	4.7	5.1	* 2.6	..	* 1.8	10.1	12.4
No childcare available at all	* 1.2	* 1.2	* 0.9	..	* 0.4	* 2.9	* 3.3
Cost/too expensive	19.8	19.9	11.4	..	8.3	39.5	51.1
Booked out/no places available	* 2.3	* 0.9	* 1.0	..	* 1.2	* 2.8	* 4.3
Children too young	14.7	11.8	4.9	..	* 4.1	26.0	31.5
Prefers to look after children	17.9	29.4	17.9	..	5.5	56.8	65.2
Quality of childcare unsuitable	* 1.8	* 2.2	* 1.4	..	* 0.6	4.6	5.4
Other	* 3.8	* 1.5	* 0.7	..	* 0.7	5.2	6.0
Other family considerations	18.8	14.6	16.0	..	6.4	41.0	49.4
Discouraged jobseekers	48.6	31.9	20.3	..	23.4	67.8	100.9
No jobs in suitable hours	7.1	* 0.7	* 3.2	..	* 0.8	10.0	11.0
Other reasons	22.4	8.2	6.8	..	10.2	24.6	37.3
Did not know	* 2.7	* 2.2	* 2.4	..	* 1.5	5.1	7.2
Total	313.2	207.8	154.2	77.4	184.0	525.9	752.5

(a) Comprises persons who had a job to go to, persons who took active steps to find work and persons as defined in footnote(c). (b) Includes 'no preference'. (c) Includes persons who had a job but, up to the end of the reference week, had been away from work without pay for four weeks or longer and had not been actively looking for work.

Source: *Persons Not in the Labour Force, Australia, September 1990* (6220.0).

CHART 5.2. AGE DISTRIBUTION OF PERSONS WITH MARGINAL ATTACHMENT TO THE LABOUR FORCE BY SEX, AUSTRALIA, SEPTEMBER 1990



Source: *Persons Not in the Labour Force, Australia, September 1990 (6220.0)*.

TABLE 5.7. PERSONS NOT IN THE LABOUR FORCE WHO WERE DISCOURAGED JOBSEEKERS: AGE, AUSTRALIA, SEPTEMBER 1986 TO SEPTEMBER 1990
(^{'000})

Age group	Sept. 1986	March 1987	March 1988	Sept. 1988	Sept. 1989	Sept. 1990
15-19	7.1	6.7	7.9	8.0	5.5	6.8
20-24	*2.9	*3.1	*2.7	*3.5	*3.6	5.4
25-34	12.8	11.7	15.3	12.8	10.2	14.8
35-44	18.6	21.8	19.0	15.3	13.9	18.9
45-54	13.9	18.6	15.4	14.8	15.0	19.2
55-64	19.6	23.1	22.3	22.3	20.2	24.3
65-69	8.7	9.4	9.5	7.1	7.7	11.6
Total	83.6	94.4	92.0	83.8	76.1	100.9

Source: *Persons Not in the Labour Force, Australia, September 1990 (6220.0)*.

Transition from Education to Work

Between May 1985 and 1990, there was an increase of 6 per cent (47,800) in the number of males aged 15 to 64 not in the labour force, while those in this group attending an educational institution increased by 9 per cent (27,800). During the same period the number of females aged 15 to 64 not in the labour force decreased by 10 per cent (229,200) but, within this group, the change in the number attending an educational institution went against this trend with an increase of 11 per cent (37,700). Most of the increase in the number of persons attending an educational institution (65,000) was accounted for by those attending higher education — males in this group increased by 19 per cent (12,800) and females by 42 per cent (27,400).

TABLE 5.8. PERSONS AGED 15 TO 64 NOT IN THE LABOUR FORCE : WHETHER ATTENDING AN EDUCATIONAL INSTITUTION AND TYPE OF EDUCATIONAL INSTITUTION ATTENDING, AUSTRALIA, MAY 1985 TO MAY 1990
(^{'000})

Type of educational institution attending	May 1985	May 1986	May 1987	May 1988	May 1989	May 1990
MALES						
Attending	303.7	301.1	330.0	353.7	347.4	331.5
School	212.3	205.0	229.0	235.7	220.1	216.9
Higher Education	67.0	64.9	70.6	79.0	85.2	79.8
TAFE/Technical College	20.1	22.5	24.2	31.2	27.8	25.3
Other	4.4	8.7	6.2	7.8	9.0	9.6
Not attending	449.2	464.2	468.9	476.8	463.5	469.1
Total	752.9	765.3	798.9	830.5	810.8	800.7
FEMALES						
Attending	336.7	336.5	371.5	391.8	379.3	374.4
School	191.4	187.2	214.0	214.3	205.3	199.1
Higher Education	65.1	63.8	74.1	83.7	83.8	92.5
TAFE/Technical College	60.6	58.8	63.2	70.6	61.2	55.7
Other	19.6	26.7	20.2	23.2	28.7	27.2
Not attending	1,990.5	1,872.6	1,848.4	1,814.7	1,752.4	1,723.6
Total	2,327.2	2,209.1	2,219.9	2,206.5	2,131.8	2,098.0

Source: Transition from Education to Work, Australia, May 1990 (6227.0).

TABLE 5.9. PERSONS AGED 15 TO 64 NOT IN THE LABOUR FORCE, WHO ATTENDED SCHOOL IN THE YEAR PRIOR TO THE SURVEY : TYPE OF ATTENDANCE AT SCHOOL IN PREVIOUS YEAR, WHETHER ATTENDING AN EDUCATIONAL INSTITUTION, TYPE OF EDUCATIONAL INSTITUTION, AND TYPE OF ATTENDANCE IN CURRENT YEAR, AUSTRALIA, MAY 1985 TO MAY 1990
(^{'000})

				(000)					
Type of attendance at school in previous year	Whether attending in current year	Type of educational institution attending in current year	Type of attendance in current year	May 1985	May 1986	May 1987	May 1988	May 1989	May 1990
Full-time									
	Attending			446.2	435.5	492.5	499.4	482.8	470.9
		School							
			Full-time	401.3	388.2	440.7	446.3	422.9	411.4
			Part-time	*0.0	*0.1	*0.0	*0.5	*0.1	*0.2
			Total	401.3	388.3	440.7	446.9	423.1	411.5
		Tertiary							
			Full-time	44.0	46.3	51.0	51.3	58.5	58.6
			Part-time	*0.8	*0.9	*0.8	*1.3	*1.2	*0.8
			Total	44.8	47.2	51.8	52.5	59.8	59.4
	Not attending			8.1	12.4	12.4	9.5	12.1	9.1
	Total			454.3	448.0	504.9	508.9	494.9	480.0
Part-time									
	Attending			*0.8	*1.7	*1.5	*1.4	*2.2	*2.8
	Not attending			4.1	3.7	*2.1	*2.9	*1.3	*2.5
	Total			4.9	5.4	3.6	4.3	3.5	5.3
Total									
	Attending			447.0	437.2	494.0	500.8	485.1	473.7
		School							
			Full-time	401.3	388.4	440.7	446.6	422.9	411.8
			Part-time	*0.5	*0.9	*0.2	*0.7	*0.7	*1.2
			Total	401.8	389.3	440.9	447.3	423.6	413.0
		Tertiary							
			Full-time	44.2	46.6	51.9	52.1	59.0	59.7
			Part-time	*1.0	*1.4	*1.2	*1.4	*2.5	*1.1
			Total	45.2	48.0	53.1	53.5	61.4	60.8
	Not attending			12.2	16.2	14.5	12.5	13.3	11.6
	Total			459.2	453.4	508.5	513.2	498.4	485.3

Source: Transition from Education to Work, Australia, May 1990 (6227.0)

CHAPTER 6

AWARD RATES, EARNINGS, LABOUR COSTS, AND EMPLOYMENT BENEFITS

This chapter provides a range of data on the returns for and costs of labour. Emphasis is given to wages and salaries, and such statistics produced by the ABS are usually referred to as earnings.

Statistics are presented on award rates of pay, the distribution and composition of weekly earnings, employment benefits and labour costs.

Award Rates of Pay Indexes

Award rates of pay indexes are based on minimum rates of pay fixed by law, agreement or arbitration. Unlike the statistics of earnings which show the relative *levels* and *trends* over time for industries, full-time and part-time males and females, the indexes of minimum weekly and hourly rates of pay are designed to measure only the relative *trends* in award rates for full-time adult males and females.

Indexes of minimum weekly and hourly award rates of pay cover all full-time adult wage and salary earners whose minimum rates of pay are normally varied in accordance with awards, determinations and collective agreements. The indexes are based on weights derived from the May 1985 Survey of Employee Earnings and Hours and therefore do not reflect any subsequent effects of compositional changes in the labour force or in industry structure.

A new series of Award Rates of Pay Indexes was released in 1988, with a base of June 1985. The rebased series replaced the previous series which had a base of 1976 and covered the period from June 1976 to November 1987. The new series has a wider coverage of award designations and utilises a more up to date industry and occupation structure than the previous series. In May 1990 details of award coverage were collected to give a more up to date picture of the numbers of employees covered by awards, determinations and collective agreements or unregistered agreements.

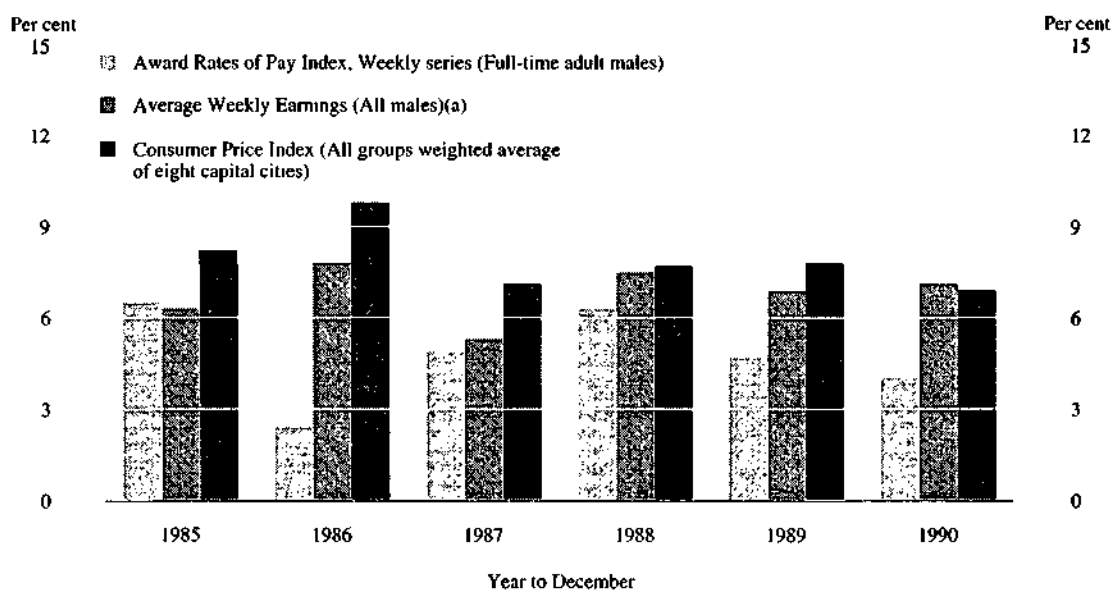
Over the 12 months to December 1990, the weekly award rates of pay indexes rose by 4.0 per cent for full-time adult males and 4.6 per cent for full-time adult females.

For full-time adult males and full-time adult females the largest movements over the period occurred in the Wholesale and retail trade industry (both 5.9%), the Manufacturing industry (both 5.9%) and the Recreation and other services industry (5.0% and 5.7% respectively).

In terms of occupation groups, the largest increases were for full-time adult male Salespersons and personal service workers (4.7%) and Tradespersons (4.4%) and for full-time adult female Plant and machine operators, and drivers (5.8%) and Salespersons and personal service workers (4.9%).

The following chart shows the annual change in award rates of pay, average weekly earnings and consumer price index. Between December 1989 and 1990, the Consumer Price Index (CPI) increased by 6.9 per cent. During the same period weekly award rates of pay increased by 4.0 per cent (full-time adult male wage and salary earners), while average weekly total earnings for males increased by 7.1 per cent.

CHART 6.1. AWARD RATES OF PAY INDEX, AVERAGE WEEKLY EARNINGS AND
CONSUMER PRICE INDEX: ANNUAL CHANGE, AUSTRALIA



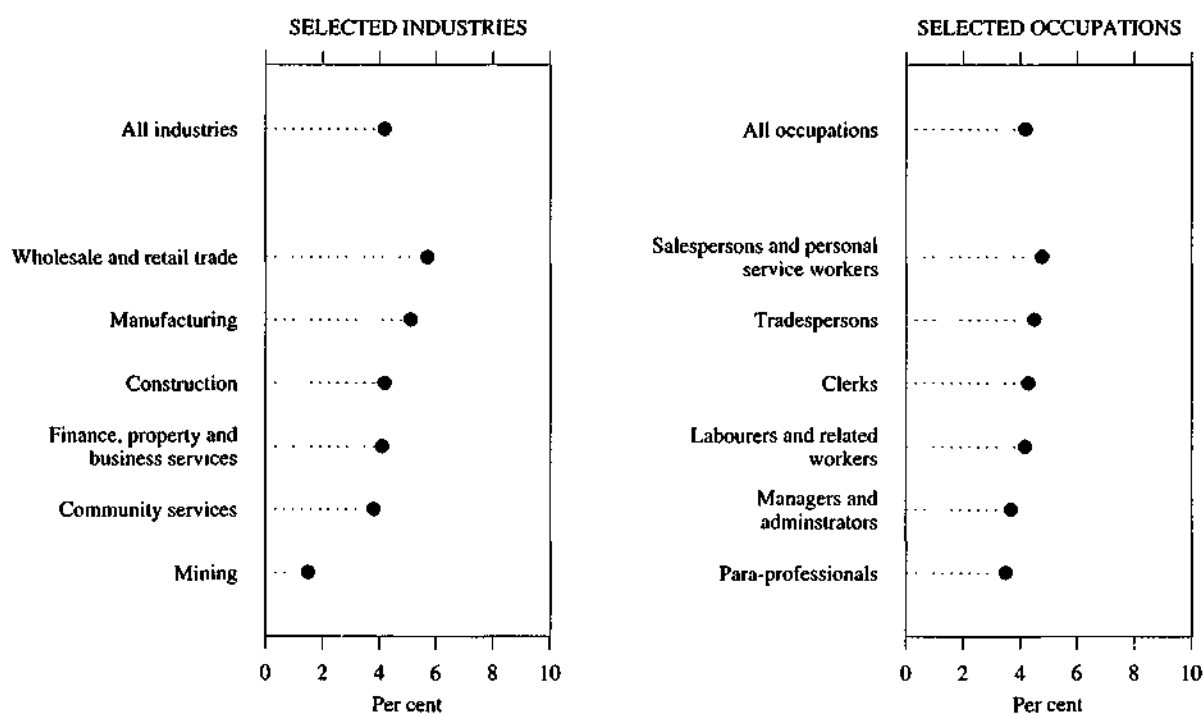
Source: Award Rates of Pay Indexes (6312 0);
Average Weekly Earnings, States and Australia (6302 0).
Consumer Price Index, Australia (6401 0)

TABLE 6.1. AWARD RATES OF PAY INDEXES FULL-TIME ADULT EMPLOYEES : AUSTRALIA
(Base : June 1985 = 100.0)

Month	Weekly series			Hourly series		
	Males	Females	Persons	Males	Females	Persons
<i>1985—</i>						
June	100.0	100.0	100.0	100.0	100.0	100.0
September	100.0	100.0	100.0	100.0	100.0	100.0
December	103.8	103.8	103.8	103.8	103.8	103.8
<i>1986—</i>						
March	103.8	103.8	103.8	103.8	103.9	103.8
June	103.8	104.2	104.0	103.9	104.3	104.0
September	106.3	106.7	106.4	106.3	106.8	106.5
December	106.3	106.8	106.4	106.3	106.9	106.5
<i>1987—</i>						
March	109.7	110.3	109.9	109.8	110.5	110.0
June	109.7	110.4	109.9	109.8	110.9	110.2
September	110.1	110.6	110.3	110.3	111.2	110.6
December	111.5	111.9	111.6	111.7	112.6	112.0
<i>1988—</i>						
March	114.2	115.0	114.4	114.4	115.8	114.8
June	114.5	115.4	114.8	114.8	116.2	115.2
September	117.7	118.7	118.0	118.0	119.6	118.5
December	119.0	120.4	119.4	119.4	121.6	120.1
<i>1989—</i>						
March	121.8	123.2	122.2	122.3	124.5	123.0
June	122.4	123.9	122.9	123.0	125.5	123.7
September	123.3	124.7	123.8	123.9	126.4	124.7
December	125.9	127.4	126.4	126.6	129.1	127.4
<i>1990—</i>						
March	127.1	128.4	127.5	127.8	130.2	128.5
June	129.3	131.1	129.9	130.1	132.9	131.0
September	130.5	132.7	131.2	131.4	134.7	132.5
December	131.0	133.3	131.7	132.1	135.3	133.1

Source: Award Rates of Pay Indexes, Australia (6312.0).

CHART 6.2. AWARD RATES OF PAY INDEXES : FULL-TIME ADULT EMPLOYEES, ANNUAL PERCENTAGE CHANGE, AUSTRALIA, DECEMBER 1989 TO DECEMBER 1990



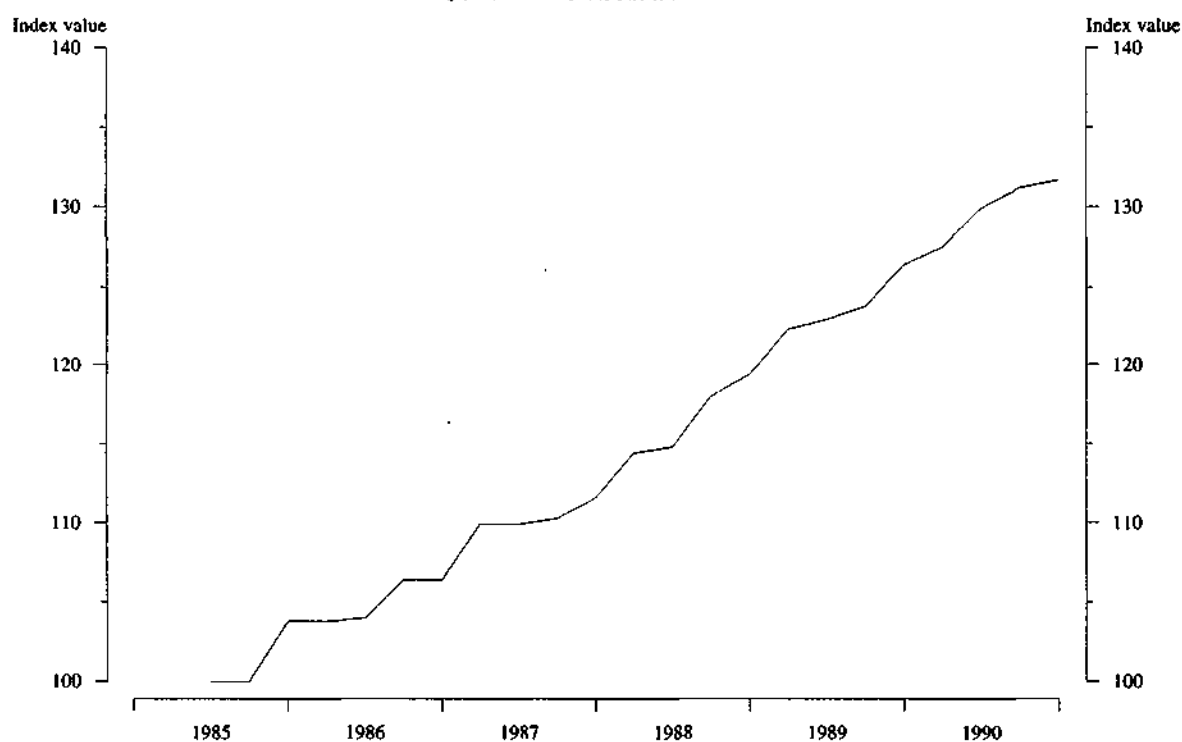
Source: Award Rates of Pay Indexes, Australia (6312.0).

TABLE 6.2. WEEKLY AWARD RATES OF PAY INDEXES FULL-TIME ADULT EMPLOYEES : INDUSTRY AND OCCUPATION, AUSTRALIA, DECEMBER
(Base : June 1985 = 100.0)

Industry	Males			Females		
	1988	1989	1990	1988	1989	1990
Total	118.5	124.6	131.0	119.9	126.1	133.3
<i>Industry—</i>						
Mining	121.8	126.9	129.9	121.3	126.5	130.1
Manufacturing	119.2	126.8	133.9	120.9	129.0	138.0
Construction	118.6	125.3	131.2	118.8	125.1	132.2
Wholesale and retail trade	118.6	126.4	134.7	118.7	127.4	134.7
Finance, property and business services	116.7	123.5	128.6	117.6	124.1	130.5
Community services	117.8	121.8	127.8	121.0	125.4	132.5
<i>Occupation—</i>						
Managers and administrators	117.0	122.1	127.6	119.0	125.3	131.8
Para-professionals	118.0	122.6	128.3	125.5	130.4	138.6
Tradespersons	118.6	125.6	132.1	119.1	127.1	134.3
Clerks	118.3	123.8	129.9	119.0	125.4	132.3
Salespersons and personal service workers	118.0	125.2	131.9	120.4	127.8	135.4
Labourers and related workers	119.1	125.8	132.6	119.2	126.0	133.6

Source: Award Rates of Pay Indexes, Australia (6312.0).

CHART 6.3. WEEKLY AWARD RATES OF PAY INDEXES : FULL-TIME ADULT EMPLOYEES, AUSTRALIA, JUNE 1985 TO DECEMBER 1990



Source: Award Rates of Pay Indexes, Australia (6312.0).

Average Weekly Earnings

Average weekly earnings statistics are produced from surveys of employers conducted quarterly and annually. The quarterly average weekly earnings series provides information on average weekly earnings for males and females; ordinary time earnings and total earnings for full-time adults; and total earnings for all employees.

In addition to the average weekly earnings statistics obtained from the quarterly survey of employers, statistics on the distribution and composition of earnings are obtained from a survey of employers conducted annually in May. This survey provides more detail in terms of industries as well as information on earnings for different occupational groupings.

Other statistics on earnings are obtained from a household survey conducted in August each year. This survey is a supplement to the ABS monthly labour force survey and is conducted primarily to obtain statistics on the distribution of employees classified by characteristics such as marital status, sex, age and whether the earnings came from the main job or any second job. Care should be exercised when comparing the mean (average) weekly earnings derived from this survey with average weekly earnings from the surveys of employers because of important differences in scope and methodology.

For the 12 months to November 1990, average weekly ordinary time earnings for full-time adult males increased by 7.7 per cent to \$589.20 and for full-time adult females by 7.6 per cent to \$488.90.

During this period, average weekly ordinary time earnings for full-time adults increased at a significantly higher rate in the public sector (8.5%) than in the private sector (6.8%).

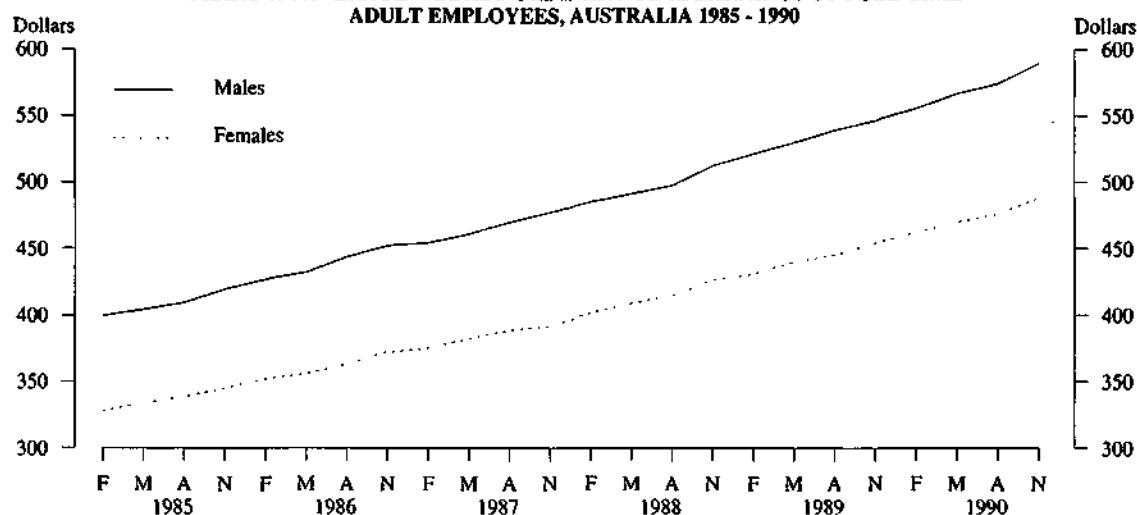
There are many factors which may give rise to increases in average weekly earnings, although the major influences are increases to award rates of pay as a result of National Wage Case decisions. In the year to November 1990 the principal influence on wages was the flow through of the increase handed down in the National Wage Case decision of August 1989 which was payable from 1 September 1989. This decision allowed for an increase of \$15.00 (or 3%, which ever is greater) for skilled workers, \$12.50 for semi skilled workers and \$10.00 for unskilled workers.

Average weekly earnings vary across industries. In November 1990, the average weekly earnings for full-time adult male employees was highest in the Mining industry (\$899.40) and lowest in the Recreation, personal and other services industry (\$511.10) and for female employees was highest in the Mining industry (\$589.10) and lowest in the Textiles; Clothing and footwear industry (\$372.20).

Average weekly total earnings also vary considerably across occupations, with earnings generally reflecting associated skills levels. In May 1990, for example, full-time adult managers and administrators had estimated average weekly earnings of \$768.40, while labourers and related workers had the lowest average weekly total earnings of any occupation group (\$467.20).

The relative distribution of earnings for all male and all female employees reveals a concentration of females in the lower earnings ranges, with males predominating in the higher earnings ranges. The distribution pattern reflects structural differences in employment, such as the concentration of females in lower paid industries and occupations, and the significantly higher levels of average male overtime earnings.

CHART 6.4. AVERAGE WEEKLY ORDINARY TIME EARNINGS OF FULL-TIME ADULT EMPLOYEES, AUSTRALIA 1985 - 1990



Source: *Average Weekly Earnings, States and Australia (6302.0)*.

TABLE 6.3. COMPOSITION OF AVERAGE WEEKLY TOTAL EARNINGS : FULL-TIME NON-MANAGERIAL EMPLOYEES, AUSTRALIA, MAY 1990

	Adult		Junior	
	Males	Females	Males	Females
WEEKLY EARNINGS(\$)				
Award or agreed base rate of pay	494.10	452.10	254.00	257.30
Payment by measured result	7.40	1.80	*1.20	*0.40
Overaward pay	13.00	6.90	5.70	3.20
Total ordinary time	514.40	460.80	260.90	260.90
Overtime	60.30	12.00	18.10	6.90
Total	574.70	472.80	279.00	267.80
PERCENTAGE OF EARNINGS				
Award or agreed base rate of pay	86.0	95.6	91.0	96.1
Payment by measured result	1.3	0.4	0.4	0.1
Overaward pay	2.3	1.5	2.0	1.2
Total ordinary time	89.5	97.5	93.5	97.4
Overtime	10.5	2.5	6.5	2.6
Total	100.0	100.0	100.0	100.0

Source: *Distribution and Composition of Employee Earnings and Hours, Australia (6306.0)*.

TABLE 6.4. COMPOSITION OF AVERAGE WEEKLY TOTAL EARNINGS AND AVERAGE WEEKLY TOTAL HOURS PAID FOR : FULL-TIME ADULT NON-MANAGERIAL EMPLOYEES, SECTORS, AUSTRALIA, MAY 1990

Average weekly total earnings (\$)									
Average weekly ordinary time earnings							Average weekly hours paid for		
	Award or agreed base rate of pay	Payment by measured result	Over- award and other pay	Total ordinary time	Overtime	Total	Ordinary time	Overtime	Total
PRIVATE									
Adult—									
Males	467.00	10.70	18.70	496.40	70.80	567.20	38.1	3.6	41.7
Females	413.40	2.70	11.20	427.20	13.80	441.00	37.8	0.8	38.6
PUBLIC									
Adult—									
Males	543.40	1.40	2.50	547.30	41.20	588.50	37.5	1.9	39.4
Females	509.20	0.50	0.60	510.30	9.40	519.60	37.0	0.4	37.5
TOTAL									
Adult—									
Males	494.10	7.40	13.00	514.40	60.30	574.70	37.9	3.0	40.8
Females	452.10	1.80	6.90	460.80	12.00	472.80	37.5	0.7	38.2

Source: *Distribution and Composition of Employee Earnings and Hours, Australia (6306.0)*

TABLE 6.5. AVERAGE WEEKLY TOTAL EARNINGS : FULL-TIME ADULT EMPLOYEES AND ALL ADULT EMPLOYEES, OCCUPATION, AUSTRALIA, MAY 1990
(dollars)

	Average weekly total earnings					
	Adult males		Adult females		Adult persons	
	Full-time	All	Full-time	All	Full-time	All
Managers and administrators	804.80	799.00	610.90	577.30	768.40	754.00
Professionals	760.50	715.30	611.80	522.10	699.40	626.30
Para-professionals	671.20	653.20	587.60	490.40	644.20	583.10
Tradespersons	562.70	554.90	421.50	346.40	554.10	534.70
Clerks	550.40	533.90	454.40	395.90	487.60	435.80
Salespersons and personal service workers	556.90	489.40	424.30	295.10	495.20	367.60
Plant and machine operators, and drivers	577.70	559.40	388.40	361.10	549.80	526.70
Labourers and related workers	494.80	447.80	390.90	283.60	467.20	382.20
All occupations	615.10	585.10	484.20	389.00	470.70	500.90

Source: *Distribution and Composition of Employee Earnings and Hours, Australia (6306.0)*.

TABLE 6.6. AVERAGE WEEKLY EARNINGS OF EMPLOYEES, AUSTRALIA

	Males			Females			Persons		
	Full-time adults		All males	Full-time adults		All females	Full-time adults		All employees
	Ordinary time earnings	Total earnings	Total earnings	Ordinary time earnings	Total earnings	Total earnings	Ordinary time earnings	Total earnings	Total earnings
—dollars—									
<i>November—</i>									
1985	419.60	453.60	413.90	345.30	353.70	268.40	396.90	423.10	355.60
1986	452.10	488.60	446.30	372.70	382.00	287.60	427.20	455.20	380.60
1987	477.50	516.30	470.00	392.00	401.90	306.50	450.10	479.70	401.80
1988	512.70	558.90	505.20	426.80	439.60	328.70	484.90	520.20	430.10
1989	547.00	595.90	540.00	454.50	467.60	349.30	516.60	553.80	457.20
<i>1990—</i>									
February	555.80	600.20	546.30	462.40	475.10	358.30	524.70	558.60	464.80
May	566.60	613.30	555.80	470.20	483.00	361.80	534.10	569.30	470.00
August	574.10	619.90	562.70	476.30	488.80	365.00	541.00	575.60	474.80
November	589.20	635.80	578.20	488.90	501.20	377.90	555.60	590.60	490.60
— per cent —									
<i>Annual change—</i>									
<i>November—</i>									
1985	5.5	6.2	6.3	6.1	6.1	5.2	5.8	6.3	6.0
1986	7.7	7.7	7.8	7.9	8.0	7.1	7.6	7.6	7.0
1987	5.6	5.7	5.3	5.2	5.2	6.6	5.4	5.4	5.6
1988	7.4	8.2	7.5	8.9	9.4	7.2	7.7	8.5	7.0
1989	6.7	6.6	6.9	6.5	6.4	6.3	6.5	6.4	6.3
<i>1990—</i>									
February	6.5	6.5	6.8	7.2	7.2	7.0	6.6	6.5	6.5
May	6.8	6.3	7.1	6.7	6.4	6.7	6.6	6.1	6.3
August	6.5	6.0	6.8	6.8	6.4	6.7	6.4	5.9	6.3
November	7.7	6.7	7.1	7.6	7.2	8.2	7.5	6.6	7.3

Source: *Average Weekly Earnings, States and Australia (6302.0)*.

TABLE 6.7. DISTRIBUTION OF ALL EMPLOYEES BY LEVELS OF WEEKLY TOTAL EARNINGS,
MAJOR OCCUPATION GROUPS, AUSTRALIA, MAY 1990
(per cent)

			Managers and admin- istrators	Pro- fessionals	Para- pro- fessionals	Trades- persons	Clerks	Salesper- sons and personal service workers	Plant and machine operators, and drivers	Labourers and related workers	All occupa- tions
<i>Weekly total earnings (\$)—</i>											
Under 50			* 0.1	1.2	0.6	0.4	0.8	6.7	1.0	3.8	2.1
50 and under	100		* 0.4	1.7	0.8	0.9	2.0	11.1	1.0	6.5	3.6
100	"	150	0.9	2.5	1.8	1.7	2.6	7.7	1.0	5.5	3.4
150	"	200	0.5	1.6	1.6	3.7	3.8	7.9	1.1	5.7	3.8
200	"	250	0.8	2.1	2.7	4.3	5.7	7.2	1.4	5.3	4.3
250	"	300	1.4	2.6	3.2	4.8	6.2	7.3	2.3	5.7	4.8
300	"	320	1.3	1.2	1.1	2.4	3.3	3.5	1.7	3.4	2.6
320	"	340	0.9	0.8	1.4	2.1	2.9	4.0	6.4	6.2	3.3
340	"	360	1.1	1.1	1.6	3.2	5.6	5.1	3.5	7.1	4.1
360	"	380	1.2	0.9	1.7	4.6	5.3	4.2	5.6	7.0	4.2
380	"	400	1.2	1.3	2.4	3.7	6.8	3.6	6.7	5.7	4.3
400	"	420	2.5	1.6	2.8	4.8	6.9	3.4	6.0	5.5	4.5
420	"	440	1.6	1.9	2.6	4.9	5.9	2.7	5.6	4.4	3.9
440	"	460	2.4	2.1	3.3	5.5	5.6	3.1	4.4	3.5	4.0
460	"	480	1.6	2.9	4.1	5.2	5.2	2.3	4.5	3.1	3.7
480	"	500	2.0	3.0	3.7	5.3	4.6	2.6	4.1	2.6	3.6
500	"	520	3.7	3.4	3.6	4.1	4.3	2.5	3.9	2.2	3.4
520	"	540	2.6	3.3	3.3	3.7	3.6	1.6	2.7	2.1	2.9
540	"	560	2.5	3.1	4.3	3.8	2.9	1.7	2.7	1.6	2.7
560	"	580	2.6	4.2	4.9	2.8	2.1	1.5	2.6	1.4	2.5
580	"	600	1.8	4.9	4.3	2.7	1.8	1.0	2.6	1.2	2.3
600	"	620	3.1	3.4	4.8	3.0	1.8	1.2	3.7	1.1	2.4
620	"	640	2.9	4.9	4.1	2.6	1.6	0.8	2.6	1.0	2.3
640	"	660	2.6	3.5	4.2	2.2	1.4	0.9	2.0	0.9	1.9
660	"	680	3.8	6.6	4.1	1.9	1.1	0.8	2.5	0.7	2.3
680	"	700	2.4	3.0	3.1	1.6	0.7	0.6	1.9	0.8	1.5
700	"	720	3.2	3.0	3.0	1.7	0.9	0.7	1.5	0.7	1.6
720	"	740	2.6	3.1	2.8	1.0	0.8	0.7	1.6	0.7	1.4
740	"	760	2.6	1.9	2.3	1.2	0.5	0.4	1.2	0.6	1.1
760	"	780	3.8	2.6	2.1	1.2	0.5	0.5	1.1	0.5	1.3
780	"	800	3.3	1.6	1.3	0.8	0.3	0.3	0.8	0.3	0.9
800	"	850	6.8	4.6	3.7	1.8	0.6	0.5	2.3	0.7	2.1
850	"	900	5.1	2.5	2.2	1.6	0.4	0.4	1.5	0.5	1.4
900	"	950	4.5	2.9	1.6	1.2	0.3	0.2	1.4	0.5	1.2
950	"	1,000	3.3	1.8	0.9	0.7	0.3	0.3	1.0	0.3	0.9
1,000	"	1,100	5.9	2.5	1.3	1.3	0.2	0.3	1.5	0.4	1.3
1,100	"	1,200	3.3	1.5	1.1	0.5	* 0.1	* 0.2	1.0	0.3	0.7
1,200 and over			8.0	3.4	1.6	1.2	0.3	0.5	1.7	0.4	1.6
Total			100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Source: Distribution and Composition of Employee Earnings and Hours, Australia (6306.0).

CHART 6.5. WEEKLY TOTAL EARNINGS: DISTRIBUTION OF ALL EMPLOYEES AUSTRALIA, MAY 1990

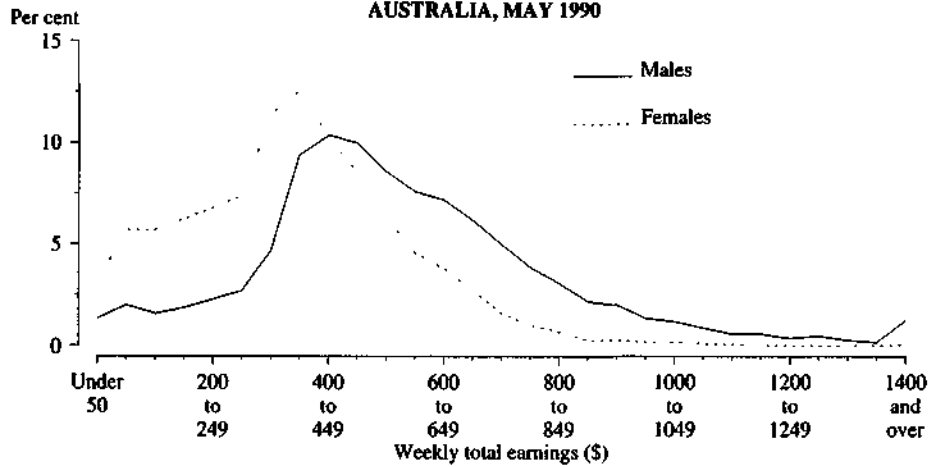


CHART 6.6. WEEKLY TOTAL EARNINGS: DISTRIBUTION OF FULL-TIME ADULT NON-MANAGERIAL EMPLOYEES AUSTRALIA, MAY 1990

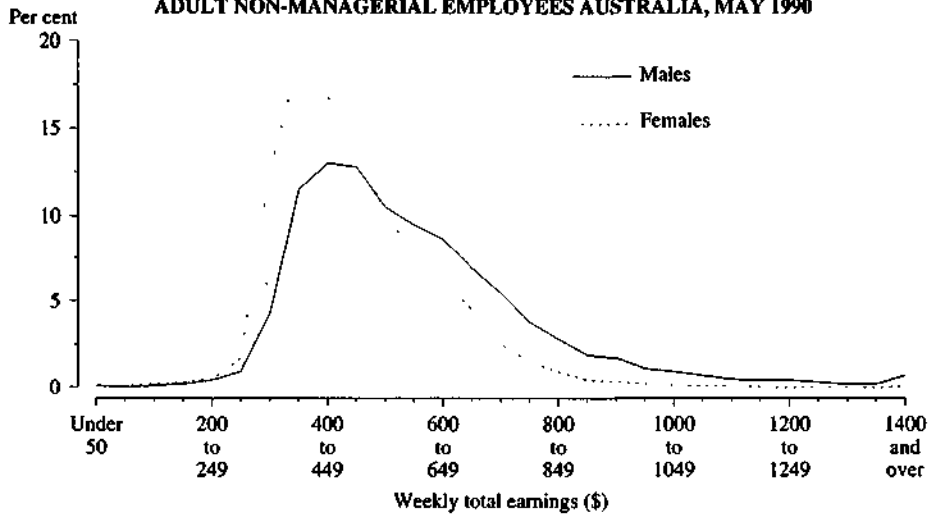
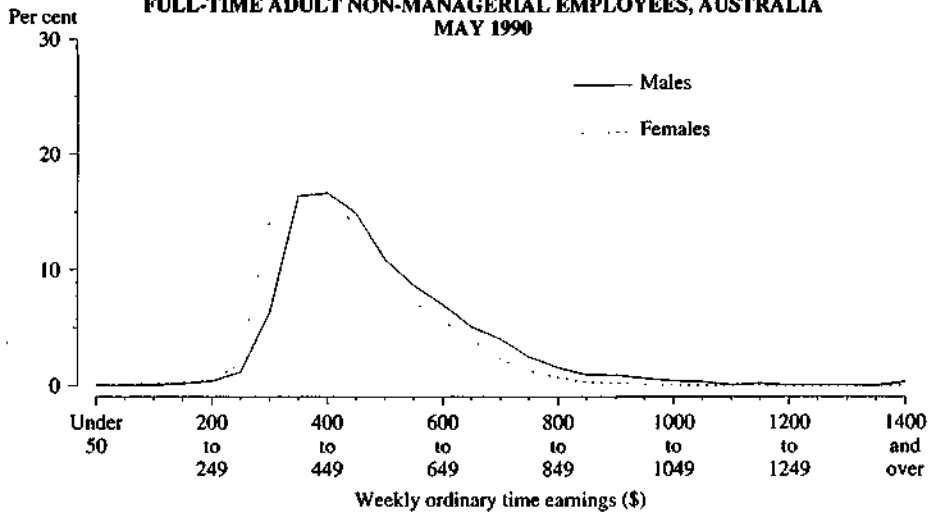


CHART 6.7. WEEKLY ORDINARY TIME EARNINGS: DISTRIBUTION OF FULL-TIME ADULT NON-MANAGERIAL EMPLOYEES, AUSTRALIA MAY 1990



Source: *Distribution and Composition of Employee Earnings and Hours, Australia (6306.0)*.

Weekly Earnings of Employees

Between August 1985 and August 1990, mean weekly earnings from all jobs for employees aged 15 to 69 increased from \$329 to \$444, representing a 35 per cent increase. The increase in the twelve months to August 1990 was \$21 (5%). This compares to an increase of \$29 (7%) in the twelve months to August 1989.

The rate of increase in mean weekly earnings is strongly influenced by the trend towards a greater proportion of part-time workers. Employees working less than 35 hours per week in all jobs as a proportion of total employees has increased by 4 percentage points since August 1985. Increases in mean weekly earnings for employees working less than 35 hours per week in all jobs were markedly different in this period. For female employees in this category, earnings from main job increased by 34 per cent from \$151 in 1985 to \$202 in 1990, compared with an increase of 10 per cent in males' mean weekly earnings (from \$163 to \$180).

In August 1990, 79 per cent of employees worked on a full-time basis in their main job, and their mean weekly earnings from that job were \$507. Males comprised 67 per cent of full-time employees in main job, with mean weekly earnings of \$545. Female full-time workers in main job received \$432 on average. Approximately 38 per cent of females worked part-time in their main job compared with 7 per cent of males. Female part-time employees in main job received mean weekly earnings of \$198 compared with \$184 for males.

Mean weekly earnings of full-time workers varied across occupations with Labourers and related workers earning: males \$438, females \$334, Tradespersons: males \$477, females \$346, Managers and administrators: males \$700, females \$562 and Professionals: males \$712, females \$574.

Mean weekly earnings of full-time workers also varied according to industry division with employees in the Mining industry earning more than those in other industries.

An estimated 176,800 employees worked in a second wage or salary job at August 1990. There were 81,400 male employees with a second job, and they received \$102 (median) in earnings from that job. Some 95,400 females had a second wage/or salary job; they received median weekly earnings of \$83.

Workers aged 35-44 years received the highest mean weekly earnings of all the age groups tabulated. The average for this age group was \$571, with males earning \$614 and females \$478, on average. For both sexes, workers aged 15-19 and 20-24 years received mean weekly earnings below the mean weekly earnings of all age groups combined.

TABLE 6.8. ALL EMPLOYEES : MEAN WEEKLY EARNINGS OF EMPLOYEES WORKING 35 HOURS OR MORE PER WEEK AND EMPLOYEES WORKING LESS THAN 35 HOURS PER WEEK IN ALL JOBS, AUSTRALIA, AUGUST 1985 TO AUGUST 1990
(dollars)

	<i>Employees working 35 hours or more per week in all jobs</i>			<i>Employees working less than 35 hours per week in all jobs</i>			<i>Total</i>		
	<i>Males</i>	<i>Females</i>	<i>Persons</i>	<i>Males</i>	<i>Females</i>	<i>Persons</i>	<i>Males</i>	<i>Females</i>	<i>Persons</i>
1985	395	305	367	163	151	153	382	251	329
1986	420	333	392	154	158	158	405	271	350
1987	446	355	417	161	170	168	427	285	368
1988	477	379	445	166	185	181	457	306	394
1989	521	411	485	170	189	185	496	326	423
1990	546	435	509	180	202	198	520	345	444

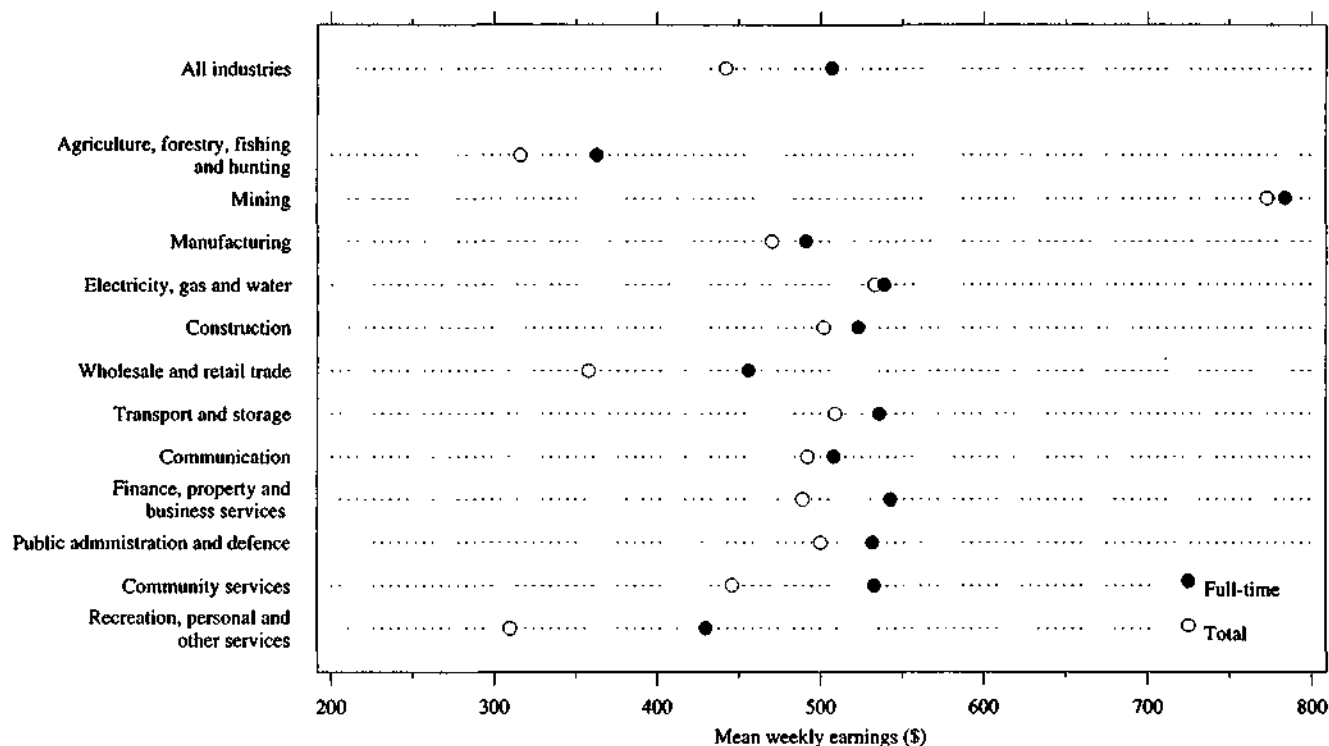
Source: *Weekly Earnings of Employees (Distribution), Australia (6310.0)*.

TABLE 6.9. MEAN WEEKLY EARNINGS FROM MAIN JOB OF ALL EMPLOYEES WHO WORKED FULL TIME IN THEIR MAIN JOB, AUSTRALIA, AUGUST 1988 TO AUGUST 1990
(dollars)

	Males			Females			Persons		
	1988	1989	1990	1988	1989	1990	1988	1989	1990
Total	476	519	545	377	409	432	444	484	507
<i>Occupation—</i>									
Managers and administrators	603	670	700	471	528	562	583	649	675
Professionals	634	680	712	526	558	574	596	637	661
Para-professionals	530	583	586	448	493	498	502	551	555
Tradespersons	419	453	477	300	335	346	411	444	467
Clerks	441	476	513	354	389	416	380	416	445
Salespersons and personal service workers	430	477	516	319	348	363	374	412	439
Plant and machine operators and drivers	468	503	522	303	337	348	442	478	497
Labourers and related workers	378	423	438	315	325	334	364	401	415
<i>Industry—</i>									
Agriculture, forestry, fishing and hunting	334	381	376	290	294	286	330	369	363
Mining	689	748	806	453	542	543	672	728	784
Manufacturing	449	491	516	341	375	401	425	465	491
Electricity, gas and water	496	536	549	380	395	443	486	524	539
Construction	463	515	532	362	381	416	456	506	523
Wholesale and retail trade	420	460	493	320	356	380	389	425	456
Transport and storage	502	540	557	414	427	438	488	520	536
Communication	466	493	530	387	393	436	448	470	508
Finance, property and business services	559	604	635	376	412	442	472	517	543
Public administration and defence	499	533	563	411	448	477	469	504	532
Community services	533	578	605	428	464	476	475	515	533
Recreation, personal and other services	425	469	483	329	357	370	381	418	430

Source: *Weekly Earnings of Employees (Distribution), Australia (6310.0)*.

CHART 6.8. MEAN WEEKLY EARNINGS IN MAIN JOB OF FULL-TIME AND TOTAL EMPLOYEES IN MAIN JOB BY INDUSTRY, AUSTRALIA, AUGUST 1990



Source: *Weekly Earnings of Employees (Distribution), Australia (6310.0)*

Total Major Labour Costs

Major labour costs statistics are produced from an annual survey of employers. This survey was conducted in respect of both private and public sector employees for the fourth time in 1990 and collected information on the costs incurred by employers for: gross wages and salaries; severance, termination and redundancy payments; superannuation; workers' compensation; payroll tax; and fringe benefits tax for the year ended 30 June 1990.

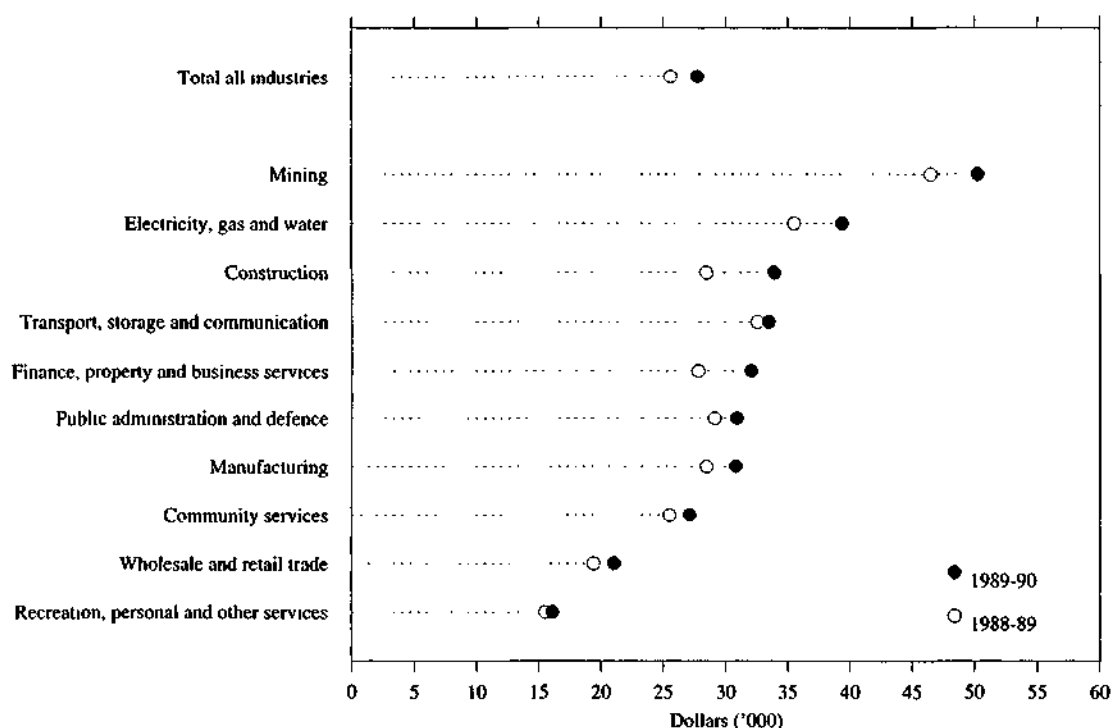
Average total major labour costs per employee increased by 8.5 per cent from \$25,611 in 1988-89 to \$27,777 in 1989-90. As in previous years, Mining recorded the highest average total major labour costs per employee (\$50,285); the next highest was Electricity, gas and water (\$39,403). The industries which recorded the lowest average total major labour costs per employee were Recreation, personal and other services (\$16,099) and Wholesale and retail trade (\$21,029).

In the private sector, average total major labour costs per employee in 1989-90 of \$26,059 showed an increase of 9.4 per cent on the 1988-89 estimate of \$23,830. Employers in Construction (up 21.7% to \$33,724) and Finance, property and business services (up 17.5% to \$32,647) recorded the most significant increases whereas those in Transport, storage and communication recorded a slight decrease (down 1.3% to \$28,608).

Average total major labour costs per employee in the public sector of \$32,062 showed an increase of 6.4 per cent over 1988-89 (\$30,126) with the most significant increase occurring in Western Australia (up 7.6% to \$30,050). Employers in the Northern Territory recorded the smallest increase (1.5% to \$34,056).

The percentage of employees reported by employers to be covered by superannuation in 1989-90 has continued to rise to 66.8 per cent as compared with 54.8 per cent in 1988-89 and 44.0 per cent in 1987-88.

CHART 6.9. AVERAGE TOTAL MAJOR LABOUR COSTS PER EMPLOYEE, BY INDUSTRY, AUSTRALIA, 1988-89 AND 1989-90



Source: Labour Costs, Australia (6348 0).

TABLE 6.10. MAJOR LABOUR COSTS : TYPE OF LABOUR COST, INDUSTRY, AUSTRALIA

Industry	Earnings	Other labour costs				Total other labour costs	Total major labour costs
		Payroll tax	Super-annuation	Workers' compensation	Fringe benefits tax		
TOTAL COSTS (\$ million)							
Mining	3,316	180	155	115	46	495	3,811
Manufacturing	28,032	1,342	1,086	1,009	159	3,596	31,628
Electricity, gas and water	3,597	194	327	98	14	633	4,230
Construction	9,042	316	537	304	53	1,211	10,252
Wholesale and retail trade	23,704	881	753	484	168	2,285	25,989
Transport, storage and communication	12,056	589	1,089	345	56	2,079	14,136
Finance, property and business services	21,775	950	1,129	270	416	2,765	24,540
Public administration and defence	8,289	104	909	232	31	1,276	9,564
Community services	30,665	638	2,135	622	42	3,438	34,103
Recreation, personal and other services	6,920	196	176	131	24	527	7,447
Total	147,395	5,390	8,295	3,610	1,009	18,304	165,699
AVERAGE COSTS PER EMPLOYEE							
Mining	43,752	2,371	2,048	1,512	603	6,533	50,285
Manufacturing	27,306	1,307	1,058	983	155	3,503	30,809
Electricity, gas and water	33,508	1,807	3,043	916	129	5,895	39,403
Construction	29,922	1,045	1,777	1,008	177	4,006	33,928
Wholesale and retail trade	19,179	713	609	391	136	1,849	21,029
Transport, storage and communication	28,547	1,395	2,578	817	132	4,923	33,470
Finance, property and business services	28,453	1,241	1,475	353	544	3,613	32,066
Public administration and defence	26,799	337	2,938	749	100	4,124	30,923
Community services	24,376	507	1,698	495	34	2,733	27,109
Recreation, personal and other services	14,960	424	380	283	52	1,139	16,099
Total	24,709	904	1,391	605	169	3,068	27,777

Source: Labour Costs, Australia (6348.0).

TABLE 6.11. COSTS AS A PERCENTAGE OF MAJOR LABOUR COSTS : TYPE OF LABOUR COST, INDUSTRY, AUSTRALIA (per cent)

Industry	Earnings	Other labour costs				Total other labour costs	Total major labour costs
		Payroll tax	Super-annuation	Workers' compensation	Fringe benefits tax		
Mining	87.0	4.7	4.1	3.0	1.2	13.0	100.0
Manufacturing	88.6	4.2	3.4	3.2	0.5	11.4	100.0
Electricity, gas and water	85.0	4.6	7.7	2.3	0.3	15.0	100.0
Construction	88.2	3.1	5.2	3.0	0.5	11.8	100.0
Wholesale and retail trade	91.2	3.4	2.9	1.9	0.6	8.8	100.0
Transport, storage and communication	85.3	4.2	7.7	2.4	0.4	14.7	100.0
Finance, property and business services	88.7	3.9	4.6	1.1	1.7	11.3	100.0
Public administration and defence	86.7	1.1	9.5	2.4	0.3	13.3	100.0
Community services	89.9	1.9	6.3	1.8	0.1	10.1	100.0
Recreation, personal and other services	92.9	2.6	2.4	1.8	0.3	7.1	100.0
Total	89.0	3.3	5.0	2.2	0.6	11.0	100.0

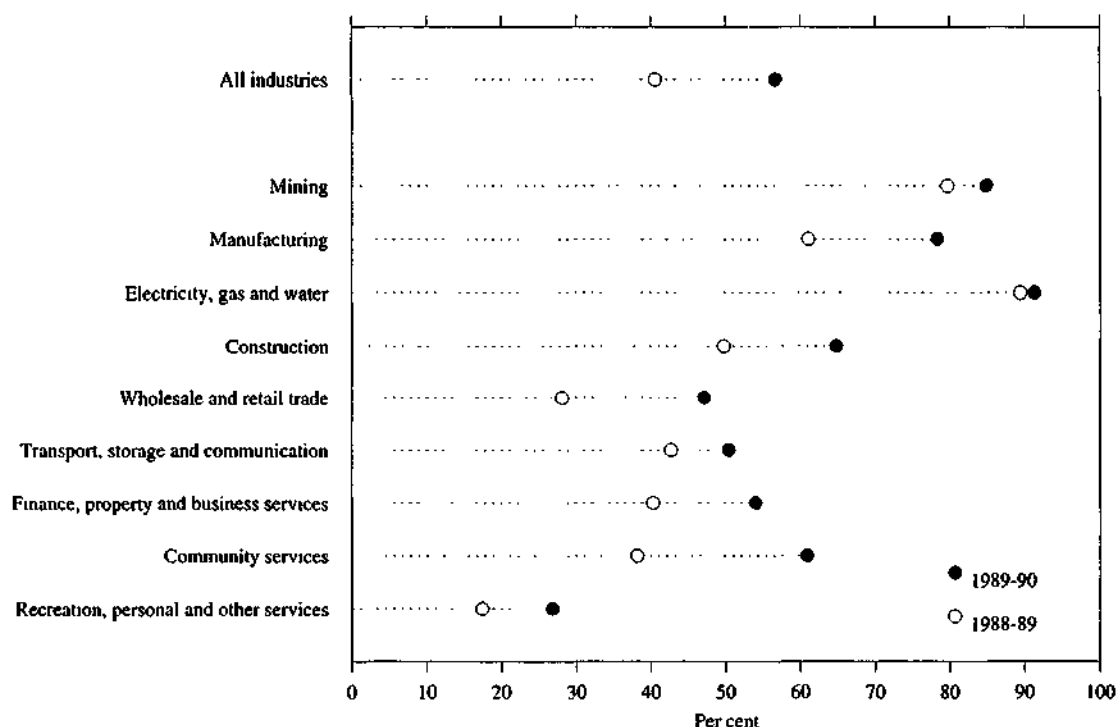
Source: Labour Costs, Australia (6348.0).

TABLE 6.12. SUPERANNUATION : COST PER EMPLOYEE COVERED AND PROPORTION COVERED, INDUSTRY, AUSTRALIA

Industry	Cost per employee covered			Proportion of employees covered 1989-90 (per cent)
	1987-88	1988-89 — dollars —	1989-90	
Mining	2,165	2,359	2,403	85.2
Manufacturing	1,559	1,371	1,342	78.8
Electricity, gas and water	2,665	2,729	3,134	97.1
Construction	2,573	2,280	2,595	68.5
Wholesale and retail trade	2,144	1,899	1,270	48.0
Transport, storage and communication	3,310	3,105	3,305	78.0
Finance, property and business services	3,190	2,449	2,485	59.3
Public administration and defence	2,659	3,015	3,240	90.7
Community services	3,164	2,223	2,127	79.8
Recreation, personal and other services	1,916	1,505	1,274	29.9
Total	2,570	2,194	2,082	66.8

Source: *Labour Costs, Australia* (6348.0).

CHART 6.10. SUPERANNUATION COVERAGE BY INDUSTRY, PRIVATE SECTOR, AUSTRALIA, 1988-89 AND 1989-90



Source: *Labour Costs, Australia* (6348.0).

Employment Benefits

The proportion of employees aged 15 to 69 receiving one or more employment benefits (in their main job) was 89 per cent in August 1990. This level has remained approximately the same since 1985.

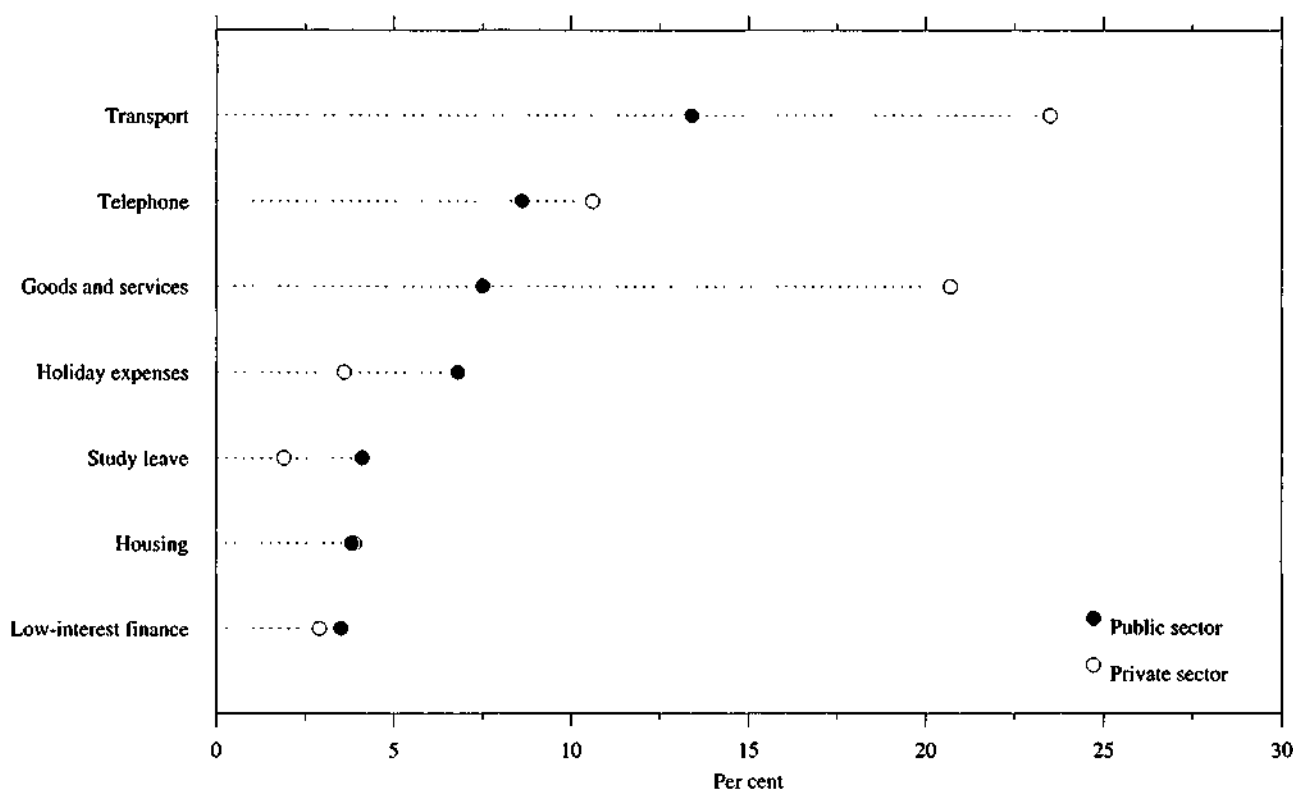
Similarly, the proportion of employees working 35 hours or more per week in all jobs who received one or more employment benefits shows little variation since August 1985 with 96 per cent being recorded in August 1990.

Specific benefits to have varied appreciably over the past five years include:

- *Goods and services.* The proportion of employees working less than 35 hours per week in all jobs receiving a goods and services benefit has increased from the 1987 low of 14 per cent to 20 per cent in 1990.
- *Transport.* The proportion of employees in receipt of a transport benefit has risen to 20 per cent for employees working 35 hours or more per week in all jobs in August 1990, compared with 17 per cent in 1986.

Public sector employees who were full time in their main job had a higher incidence of the most common employment benefits than their private sector counterparts. These common benefits include annual leave (98% and 91% respectively), sick leave (98% and 90%), long-service leave (95% and 71%) and superannuation (72% and 55%). Private sector employees who were full time in their main job were more likely to have received a number of types of benefits, other than leave and superannuation. Included amongst these were goods and services (21% for private sector employees and 8% for public sector employees) and transport (23% and 13% respectively).

CHART 6.11. PROPORTION OF FULL-TIME EMPLOYEES IN MAIN JOB RECEIVING SELECTED BENEFITS AND SECTOR, AUSTRALIA, AUGUST 1990



Source: *Employment Benefits, Australia, August 1990 (6334 0).*

TABLE 6.13. EMPLOYEES IN MAIN JOB: TYPE OF BENEFIT RECEIVED AND EMPLOYEES WORKING 35 HOURS OR MORE PER WEEK AND EMPLOYEES WORKING LESS THAN 35 HOURS PER WEEK, AUSTRALIA, AUGUST 1985 TO AUGUST 1990

Type of benefit received	1985	1986	1987	1988	1989	1990	
EMPLOYEES WORKING 35 HOURS OR MORE PER WEEK IN ALL JOBS							
	—'000—					(per cent)	
<i>Total</i>	4,540.5	4,655.2	4,708.0	4,915.3	5,161.8	5,200.0	100.0
	—per cent—						
No benefits	3.7	4.1	3.9	4.5	4.2	185.6	3.6
Holiday expenses	4.6	4.6	4.3	4.3	4.2	231.2	4.4
Low-interest finance	2.9	3.1	3.6	3.5	3.1	158.8	3.1
Goods and services	20.5	19.8	15.4	15.1	15.6	878.8	16.9
Housing	4.2	3.8	3.8	3.9	3.8	200.5	3.9
Electricity	2.2	2.0	2.1	2.3	2.2	117.4	2.3
Telephone	10.2	8.8	9.1	9.4	9.6	514.0	9.9
Transport	17.9	16.7	17.2	17.9	19.7	1,055.5	20.3
Medical	3.9	3.5	3.7	3.8	4.1	214.9	4.1
Union dues	2.6	2.1	2.4	2.7	3.3	159.4	3.1
Club fees	1.7	1.1	1.5	1.5	1.8	97.5	1.9
Entertainment allowance	5.0	2.1	2.0	2.1	2.2	128.9	2.5
Shares	1.7	1.6	2.5	3.2	2.9	161.7	3.1
Study leave	2.0	2.1	2.2	2.1	2.6	130.2	2.5
Superannuation	46.3	46.5	47.7	49.0	54.7	3,072.0	59.1
Child care/education expenses	0.3	0.2	0.2	0.4	0.4	17.1	0.3
Sick leave	92.6	91.8	91.7	90.7	90.6	4,742.1	91.2
Annual leave	93.2	92.5	92.4	91.4	91.3	4,777.1	91.9
Long-service leave	75.5	74.7	75.7	73.2	74.6	4,010.4	77.1
EMPLOYEES WORKING LESS THAN 35 HOURS PER WEEK IN ALL JOBS							
	—'000—					(per cent)	
<i>Total</i>	962.2	1,019.1	1,147.1	1,174.5	1,323.4	1,365.5	100.0
	—per cent—						
No benefits	45.7	49.7	48.4	45.7	43.6	535.8	39.2
Holiday expenses	0.9	0.9	0.7	0.8	0.9	13.9	1.0
Low-interest finance	0.5	*0.3	0.5	0.4	0.8	9.1	0.7
Goods and services	17.9	14.7	13.7	17.2	19.0	271.9	19.9
Housing	1.4	1.1	1.1	1.1	1.0	13.4	1.0
Electricity	1.1	0.9	1.0	1.2	0.8	13.3	1.0
Telephone	3.9	3.2	3.2	3.7	3.5	46.9	3.4
Transport	6.2	4.9	4.8	5.1	5.2	76.2	5.6
Medical	1.0	0.7	0.7	0.7	1.0	12.4	0.9
Union dues	0.6	0.5	0.5	0.4	0.6	6.7	0.5
Club fees	0.5	*0.2	*0.1	*0.3	0.3	3.3	0.2
Entertainment allowance	0.7	*0.2	*0.2	*0.1	*0.2	2.0	0.1
Shares	0.6	0.6	0.8	1.0	0.5	9.4	0.7
Study leave	1.0	1.3	1.4	1.3	1.7	25.0	1.8
Superannuation	7.8	7.0	8.4	9.9	16.6	317.7	23.3
Child care/education expenses	*0.3	*0.1	*0.2	*0.2	*0.2	2.8	0.2
Sick leave	32.9	31.5	31.0	30.8	30.5	438.0	32.1
Annual leave	33.2	31.7	31.1	30.8	30.3	434.7	31.8
Long-service leave	25.2	25.1	25.6	22.6	25.2	336.3	24.6
TOTAL							
	—'000—					(per cent)	
<i>Total</i>	5,502.6	5,674.3	5,855.1	6,090.0	6,485.3	6,565.6	100.0
	—per cent—						
No benefits	11.1	12.3	12.7	12.4	12.2	721.4	11.0
Holiday expenses	4.0	3.9	3.6	3.6	3.6	245.1	3.7
Low-interest finance	2.5	2.6	3.0	2.9	2.6	167.9	2.6
Goods and services	20.0	18.9	15.0	15.5	16.3	1,150.6	17.5
Housing	3.7	3.3	3.3	3.4	3.2	213.9	3.3
Electricity	2.0	1.8	1.8	2.1	1.9	130.7	2.0
Telephone	9.1	7.8	7.9	8.3	8.4	560.9	8.5
Transport	15.8	14.5	14.7	15.4	16.7	1,131.7	17.2
Medical	3.4	3.0	3.1	3.2	3.4	227.4	3.5
Union dues	2.3	1.8	2.1	2.3	2.7	166.1	2.5
Club fees	1.5	0.9	1.3	1.3	1.5	100.8	1.5
Entertainment allowance	4.3	1.8	1.7	1.7	1.8	130.9	2.0
Shares	1.5	1.4	2.1	2.7	2.4	171.1	2.6
Study leave	1.8	2.0	2.1	1.9	2.4	155.1	2.4
Superannuation	39.6	39.4	40.0	41.4	46.9	3,389.7	51.6
Child care/education expenses	0.3	0.2	0.2	0.3	0.3	19.9	0.3
Sick leave	82.2	81.0	79.8	79.1	78.4	5,180.1	78.9
Annual leave	82.7	81.6	80.4	79.7	78.8	5,211.8	79.4
Long-service leave	66.7	65.8	65.9	63.4	64.5	4,346.7	66.2

Source: Employment Benefits, Australia (6334.0).

CHAPTER 7

HOURS OF WORK

The data in this chapter have been obtained from the labour force survey, special supplementary surveys and the surveys of employers.

The ABS monthly labour force survey provides the principal source of information about actual, average and aggregate hours worked by employed persons. Hours worked data from this survey are provided for males and females, full-time and part-time employed persons, and by broad industry group.

To supplement the statistics on hours worked collected in the labour force survey, data on hours paid for are collected from surveys of employers. Information on overtime hours paid for is presented in this chapter.

Hours of work

Average hours of work were slightly lower in August 1990 than in August 1980, although there was some variability over the ten-year period. The average weekly hours worked declined from 36.4 hours in August 1980 to 35.9 hours in August 1990, although over the same period the average hours worked by full-time workers increased (40.5 hours per week in August 1980 compared with 41.4 hours per week in August 1990). The average weekly hours worked by part-time workers has decreased to 15.4 hours in August 1990 from 15.6 hours in August 1980.

Average hours of work were higher for males than females. For full-time female workers the average weekly hours worked were 38.8 hours in August 1990, compared with 42.6 hours for full-time male workers.

TABLE 7.1. HOURS WORKED BY EMPLOYED PERSONS, AUSTRALIA, AUGUST 1980 AND AUGUST 1990
(^{'000})

	Females				
	Males	Not Married	Married	Total	Persons
AUGUST 1980					
Weekly hours worked—					
0	204.4	48.4	72.7	121.0	325.4
1-15	124.7	112.5	288.4	400.9	525.4
16-29	190.7	84.0	275.5	359.8	550.5
30-34	251.2	80.5	115.8	196.3	447.5
35-39	428.7	170.5	164.2	334.7	763.4
40	1,354.2	312.5	289.9	602.3	1,956.5
41-44	254.8	44.6	42.7	87.3	342.1
45-48	382.2	30.7	40.7	71.4	453.7
49 and over	792.0	44.7	80.2	124.9	916.9
Total	3,982.8	928.3	1,370.2	2,298.5	6,281.4
AUGUST 1990(a)					
Weekly hours worked—					
0	211.1	51.1	90.1	141.3	352.4
1-15	234.8	228.0	405.3	633.3	868.1
16-29	257.8	139.7	419.6	559.3	817.2
30-34	284.6	97.4	175.8	273.1	557.7
35-39	764.6	289.0	322.6	611.6	1,376.2
40	974.4	242.3	270.5	512.9	1,487.3
41-44	279.6	66.1	70.6	136.7	416.4
45-48	438.1	62.1	73.4	135.5	573.6
49 and over	1,138.7	85.9	151.6	237.5	1,376.2
Total	4,583.8	1,261.6	1,979.6	3,241.2	7,825.0

(a) Estimates are based on a revised definition introduced in April 1986. See the Technical Notes for further information.

Source: The Labour Force, Australia (6203.0).

TABLE 7.2. EMPLOYED PERSONS : AGGREGATE AND AVERAGE WEEKLY HOURS WORKED, AUSTRALIA, AUGUST 1980 TO AUGUST 1990

August	Aggregate weekly hours worked (million)			Average weekly hours worked				
	Full-time workers	Part-time workers	Total	Full-time workers	Part-time workers	Wage and salary earners	Other(a)	Total
MALES								
1980	156.5	3.4	159.9	41.5	16.4	38.3	48.2	40.1
1981	157.9	3.6	161.5	41.2	16.3	38.2	47.1	39.8
1982	154.7	4.0	158.7	40.9	16.7	37.9	46.7	39.4
1983	150.4	4.0	154.4	41.0	16.7	37.9	47.1	39.6
1984	156.8	3.9	160.8	41.6	16.1	38.4	46.8	40.0
1985	159.4	4.1	163.5	41.3	16.2	38.1	47.0	39.8
1986(b)	163.3	4.3	167.7	41.6	15.4	38.4	46.5	39.9
1987	165.5	4.9	170.4	41.8	15.3	38.3	46.6	39.8
1988	173.2	4.6	177.8	42.5	15.0	39.1	47.2	40.6
1989	181.1	5.1	186.2	42.9	14.4	39.5	46.3	40.7
1990	179.9	5.4	185.3	42.6	14.8	39.4	45.1	40.4
FEMALES								
1980	56.0	12.6	68.6	37.9	15.4	29.9	29.9	29.9
1981	56.7	13.1	69.8	37.8	15.7	30.0	29.1	29.9
1982	56.3	13.1	69.4	37.4	15.4	29.5	29.2	29.5
1983	56.5	13.1	69.6	38.0	15.4	29.7	30.3	29.8
1984	59.0	14.3	73.2	38.1	15.8	29.9	29.9	29.9
1985	60.5	15.1	75.7	37.7	15.8	29.4	30.2	29.5
1986(b)	63.8	15.9	79.7	37.8	15.5	29.5	28.7	29.4
1987	64.8	17.2	82.0	37.9	15.6	29.2	28.4	29.1
1988	68.7	18.3	87.1	38.2	15.6	29.5	28.0	29.3
1989	73.2	19.7	93.0	38.7	15.6	29.5	29.0	29.5
1990	75.4	20.2	95.6	38.8	15.6	29.7	28.3	29.5
PERSONS								
1980	212.5	16.0	228.5	40.5	15.6	35.1	42.8	36.4
1981	214.6	16.7	231.3	40.2	15.8	35.1	41.8	36.2
1982	210.9	17.2	228.1	39.9	15.7	34.7	41.5	35.8
1983	206.8	17.1	223.9	40.2	15.7	34.7	42.1	35.9
1984	215.8	18.2	234.0	40.6	15.9	35.1	42.0	36.2
1985	220.0	19.3	239.2	40.3	15.9	34.7	41.9	35.8
1986(b)	227.1	20.2	247.4	40.5	15.5	34.7	40.7	35.8
1987	230.3	22.1	252.4	40.6	15.5	34.6	40.8	35.6
1988	241.9	22.9	264.8	41.2	15.5	35.1	40.9	36.0
1989	254.3	24.8	279.2	41.6	15.3	35.3	40.7	36.1
1990	255.2	25.6	280.8	41.4	15.4	35.2	39.5	35.9

(a) Comprises employers, self-employed persons and unpaid family helpers. (b) Estimates from August 1986 are based on a revised definition introduced in April 1986. See the Technical Notes for further information.

Source: *The Labour Force, Australia* (6203.0).

TABLE 7.3. AVERAGE WEEKLY HOURS WORKED: EMPLOYED PERSONS BY INDUSTRY, AUSTRALIA, AUGUST 1980 TO AUGUST 1990

Industry	August										
	1980	1981	1982	1983	1984	1985	1986(a)	1987	1988	1989	1990
MALES											
Agriculture, forestry, fishing and hunting	49.7	47.8	47.9	48.0	47.8	48.0	48.6	48.2	48.0	46.0	47.3
Mining	36.1	39.9	38.7	37.2	36.9	39.2	38.6	38.6	41.5	42.2	42.1
Manufacturing	39.5	39.2	38.5	38.4	39.4	39.1	39.5	39.3	40.5	40.9	40.9
Electricity, gas and water	37.0	36.4	35.3	35.3	35.5	34.5	35.0	35.5	33.8	36.4	35.6
Construction	38.8	38.3	38.1	37.9	38.9	38.7	38.3	39.2	40.4	40.9	38.7
Wholesale and retail trade	42.0	40.8	40.8	41.5	41.6	41.3	41.5	40.9	41.2	41.0	40.7
Transport and storage	40.1	39.5	39.3	39.3	39.7	40.4	39.9	39.5	40.3	40.9	41.3
Communication	34.9	34.1	33.9	33.5	33.7	35.7	34.1	34.5	34.4	36.5	35.3
Finance, property and business services	38.6	39.5	38.7	39.7	40.7	40.2	40.4	40.5	42.0	42.0	41.2
Public administration and defence	35.6	36.1	35.2	35.5	36.2	34.8	35.4	35.6	36.2	36.2	37.4
Community services	38.3	39.1	38.9	39.2	39.1	37.9	38.4	38.5	39.2	39.4	39.1
Recreation, personal and other services	40.1	40.8	41.1	39.4	39.9	39.1	39.6	39.2	38.9	39.0	38.6
Total employed	40.1	39.8	39.4	39.5	40.0	39.8	39.9	39.8	40.6	40.7	40.4
MARRIED FEMALES											
Agriculture, forestry, fishing and hunting	28.6	28.3	26.3	28.8	27.5	27.4	27.9	29.3	26.6	26.5	28.1
Mining	32.5	28.9	32.5	37.9	30.2	28.5	34.5	32.5	34.4	32.9	36.2
Manufacturing	33.4	33.2	31.7	32.1	32.4	31.0	31.6	31.9	32.1	32.5	32.0
Electricity, gas and water	31.1	26.7	35.6	30.7	26.5	27.7	29.4	30.5	27.0	31.6	27.9
Construction	18.8	18.4	18.1	19.1	18.3	18.5	17.9	17.7	18.8	17.7	18.3
Wholesale and retail trade	29.2	28.6	29.1	29.4	29.5	29.7	29.5	29.0	28.7	28.8	29.5
Transport and storage	27.4	26.7	26.0	24.1	28.9	27.0	26.7	25.3	27.0	28.8	28.1
Communication	28.8	28.6	27.0	28.1	29.8	28.4	28.1	27.9	30.1	31.1	29.5
Finance, property and business services	26.7	27.0	26.1	27.6	28.9	27.0	27.0	27.6	28.2	28.8	28.5
Public administration and defence	28.7	28.8	28.3	28.5	28.3	27.6	28.6	28.3	29.5	28.2	29.5
Community services	27.0	27.6	27.3	27.4	27.4	26.9	27.2	26.9	27.5	27.3	27.7
Recreation, personal and other services	24.9	25.5	26.4	25.5	26.7	28.5	27.8	27.4	27.5	28.1	28.7
Total employed	28.2	28.2	27.8	28.2	28.5	28.0	28.0	28.0	28.2	28.3	28.6
ALL FEMALES											
Agriculture, forestry, fishing and hunting	29.9	29.8	27.4	29.7	28.7	29.2	28.5	29.2	27.3	26.8	28.3
Mining	31.5	32.1	34.7	36.8	32.3	30.8	34.9	33.3	37.2	35.1	35.1
Manufacturing	34.0	33.9	32.8	33.1	33.5	32.2	32.7	33.1	33.0	33.4	32.9
Electricity, gas and water	34.2	30.7	33.3	31.4	32.2	30.7	31.9	33.1	30.0	31.6	31.8
Construction	21.4	21.5	21.2	21.5	21.2	21.6	20.0	20.1	21.1	20.6	21.3
Wholesale and retail trade	29.2	28.7	28.7	28.9	28.5	28.9	28.7	27.7	27.5	27.7	27.8
Transport and storage	30.9	30.2	29.8	29.8	32.8	29.9	30.0	29.3	30.3	31.9	31.6
Communication	31.6	29.7	29.1	29.7	30.5	31.2	30.3	28.2	29.8	31.6	30.3
Finance, property and business services	30.3	30.9	29.7	30.5	31.1	30.5	30.0	30.6	31.3	31.8	31.1
Public administration and defence	29.9	30.6	30.3	30.6	31.1	29.9	30.9	30.6	31.3	30.7	31.4
Community services	29.9	30.3	29.9	30.1	29.9	29.3	29.3	29.1	29.5	29.2	29.6
Recreation, personal and other services	26.5	26.1	27.2	26.3	27.8	28.4	27.7	27.4	27.6	28.3	28.0
Total employed	29.9	29.9	29.5	29.8	29.9	29.5	29.4	29.1	29.3	29.5	29.5
PERSONS											
Agriculture, forestry, fishing and hunting	45.0	43.1	42.7	43.7	43.2	43.0	43.0	43.1	42.0	40.5	41.9
Mining	35.7	39.2	38.3	37.2	36.5	38.4	38.3	38.1	41.2	41.5	41.4
Manufacturing	38.1	37.9	37.1	37.1	37.9	37.3	37.6	37.7	38.5	38.8	38.8
Electricity, gas and water	36.8	35.8	35.2	35.0	35.2	34.2	34.7	35.3	33.5	36.0	35.2
Construction	37.1	36.6	36.5	36.1	37.1	36.6	35.9	36.8	38.0	38.3	36.5
Wholesale and retail trade	36.5	35.6	35.6	36.0	35.9	36.0	35.9	35.1	35.1	34.9	34.9
Transport and storage	38.7	38.1	37.8	37.9	38.6	38.8	38.2	37.7	38.3	39.1	39.3
Communication	34.0	33.0	32.7	32.6	32.9	34.6	33.1	32.9	33.2	35.2	34.0
Finance, property and business services	34.9	35.6	34.5	35.3	36.2	35.8	35.4	35.8	36.7	37.1	36.2
Public administration and defence	33.6	34.3	33.6	33.9	34.5	33.0	33.8	33.7	34.4	34.0	34.9
Community services	32.9	33.6	33.3	33.5	33.2	32.4	32.7	32.4	32.9	32.8	32.9
Recreation, personal and other services	32.0	32.6	33.1	31.9	33.4	33.1	32.9	32.5	32.4	32.9	32.6
Total employed	36.4	36.2	35.8	35.9	36.2	35.8	35.8	35.6	36.0	36.1	35.9

(a) Estimates from August 1986 are based on a revised definition introduced in April 1986. See the Technical Notes for further information.

Source: The Labour Force, Australia (6203.0).

Overtime

In the November 1990 survey week, estimated average weekly overtime hours paid for as reported by employers were 1.34 hours per employee, 16.1 per cent lower than the November 1989 average of 1.60 hours.

In November 1990, the Mining industry had the highest level of average overtime hours paid for (5.25 hours).

Average weekly overtime hours per employee working overtime decreased by 4.5 per cent since November 1989, to 7.44 hours. For employees working overtime, the Mining industry again recorded the highest level for November 1990, at 11.38 hours.

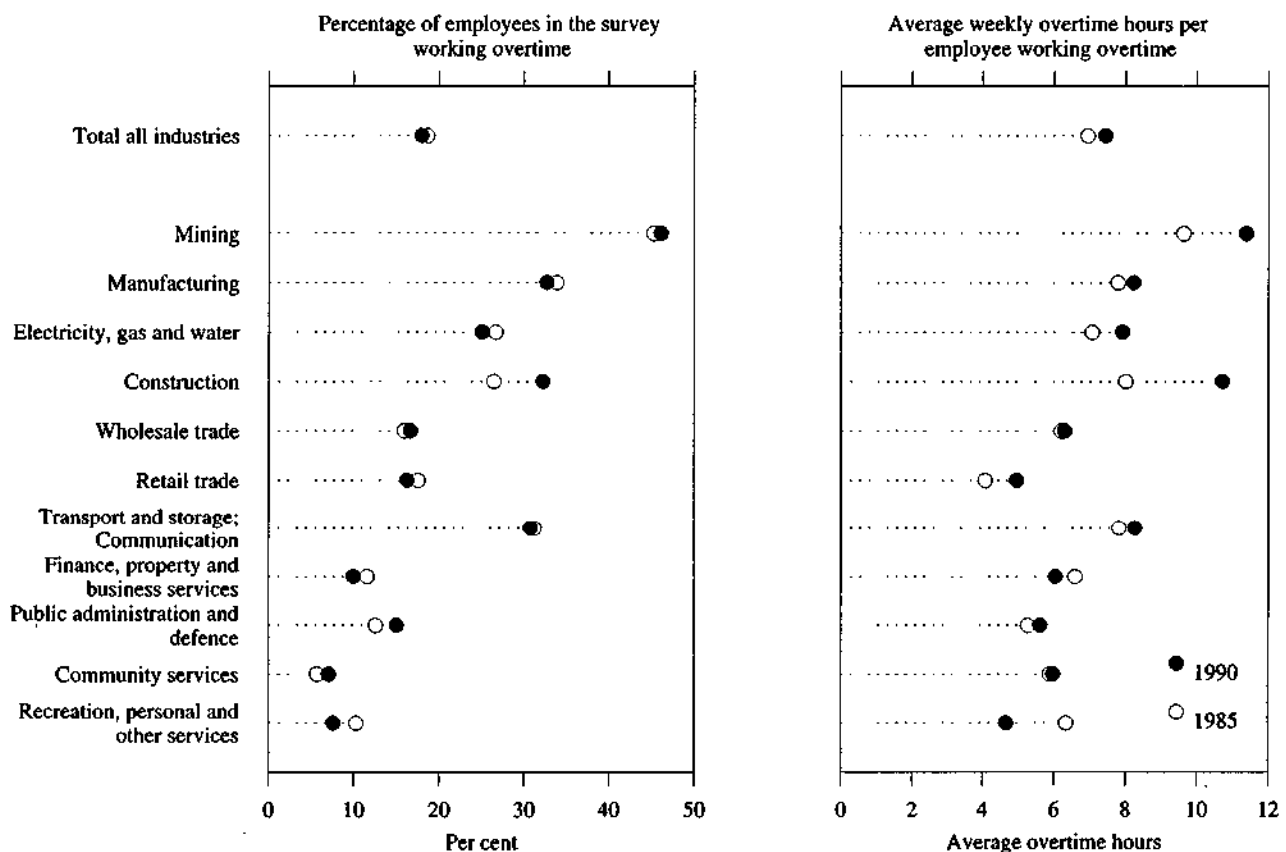
The Basic metal products subdivision of the Manufacturing industry recorded the highest percentage of employees working overtime (47.2%) in November 1990 while the Mining industry recorded 46.1 per cent.

Overall, the estimated percentage of employees working overtime increased by 12.2 per cent since November 1989.

A comparison of overtime statistics between November 1985 and November 1990, at the total, all industries level, shows that there has been very little change in the average levels of overtime hours (i) per employee and (ii) per employee working overtime, and little change also in the percentage of employees working overtime.

However, in the Mining and Construction industries overtime hours per employee in the survey and overtime hours per employee working overtime have risen significantly in that period.

CHART 7.1. OVERTIME HOURS PAID FOR, AUSTRALIA, NOVEMBER 1985 AND NOVEMBER 1990



Source: *Job Vacancies and Overtime, Australia (6354.0)*.

TABLE 7.4. AVERAGE WEEKLY OVERTIME HOURS PAID FOR : INDUSTRY, AUSTRALIA, NOVEMBER 1985 TO NOVEMBER 1990

Industry	1985	1986	1987	1988	1989	1990
AVERAGE WEEKLY OVERTIME HOURS PER EMPLOYEE IN THE SURVEY						
Mining	4.35	4.12	4.00	5.66	5.92	5.25
Manufacturing	2.64	2.73	2.99	3.16	3.71	2.69
Electricity, gas and water	1.89	1.57	1.75	1.98	1.85	1.99
Construction	2.12	1.84	2.81	2.27	2.96	3.45
Wholesale trade	0.99	1.35	1.35	1.14	1.41	1.04
Retail trade	0.72	0.72	0.79	0.72	0.77	0.81
Transport and storage; Communication	2.45	2.35	2.70	3.44	2.82	2.55
Public administration and defence	0.66	0.73	0.77	0.88	0.87	0.84
Community services	0.34	0.34	0.40	0.36	0.39	0.42
Other(a)	0.73	0.73	0.64	0.68	0.70	0.53
All industries	1.30	1.29	1.46	1.48	1.60	1.34
AVERAGE WEEKLY OVERTIME HOURS PER EMPLOYEE WORKING OVERTIME						
Mining	9.63	9.13	9.98	12.39	11.51	11.38
Manufacturing	7.78	7.67	8.11	8.63	9.25	8.23
Electricity, gas and water	7.07	6.84	7.30	7.51	7.40	7.91
Construction	8.00	8.19	8.72	7.77	9.50	10.72
Wholesale trade	6.22	7.40	7.24	6.47	7.04	6.25
Retail trade	4.08	4.02	4.27	4.39	4.54	4.96
Transport and storage; Communication	7.83	7.85	8.92	10.34	8.98	8.27
Public administration and defence	5.27	5.54	5.61	6.10	6.04	5.62
Community services	5.92	5.72	5.70	6.22	5.94	5.96
Other(a)	6.52	6.41	5.77	5.48	5.65	5.70
All industries	6.96	6.92	7.27	7.59	7.79	7.44
PERCENTAGE OF EMPLOYEES IN THE SURVEY WORKING OVERTIME						
Mining	45.23	45.15	40.07	45.65	51.45	46.12
Manufacturing	33.87	35.52	36.85	36.59	40.15	32.68
Electricity, gas and water	26.76	22.96	24.00	26.31	25.00	25.14
Construction	26.53	22.41	32.17	29.27	31.12	32.24
Wholesale trade	15.95	18.30	18.64	17.60	19.97	16.67
Retail trade	17.60	17.91	18.49	16.49	17.01	16.26
Transport and storage; Communication	31.27	29.92	30.23	33.26	31.38	30.79
Public administration and defence	12.60	13.21	13.79	14.40	14.46	15.02
Community services	5.68	5.98	7.03	5.82	6.50	7.12
Other(a)	11.16	11.43	11.03	12.11	12.46	9.28
All industries	17.35	18.68	18.68	20.05	19.51	20.48

(a) Comprises Finance, property and business services and Recreation, personal and other services.

Source: Job Vacancies and Overtime, Australia (6354.0).

CHAPTER 8

INDUSTRIAL RELATIONS

The ABS produces statistics about industrial disputes, trade union membership, and the coverage of employees by awards, determinations and collective agreements which cover some aspects of Australian industrial relations.

Industrial Disputes

The industrial disputes statistics presented in this chapter are compiled mainly from data obtained from employers (both private and government) and trade unions concerning individual disputes and from reports of government authorities. The statistics relate to disputes which involved stoppages of work of ten or more working days at the establishments where the stoppages occurred.

In 1990, a total of 1,193 disputes were reported as being in progress. This a decrease of 14.9 per cent from 1989 (1,402) and the lowest number of disputes in progress in a calendar year since 1962 (1,183).

There were 1,376,500 working days lost in 1990 compared to 1,202,400 in 1989, an increase of 14.5 per cent. Over the period 1970 to 1990, the number of working days lost in any one year has varied between 6,292,500 (in 1974) and 1,202,400 (in 1989). The number has been less than 2,000,000 since 1982.

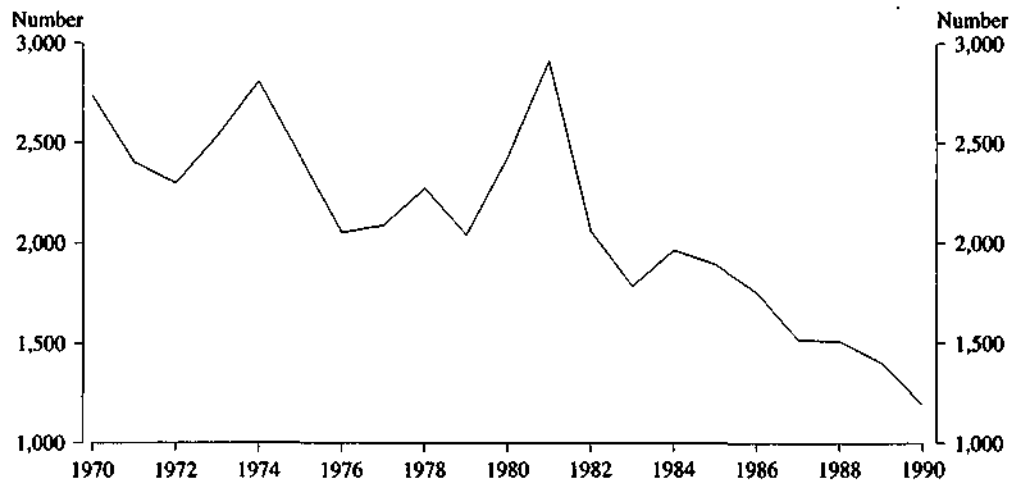
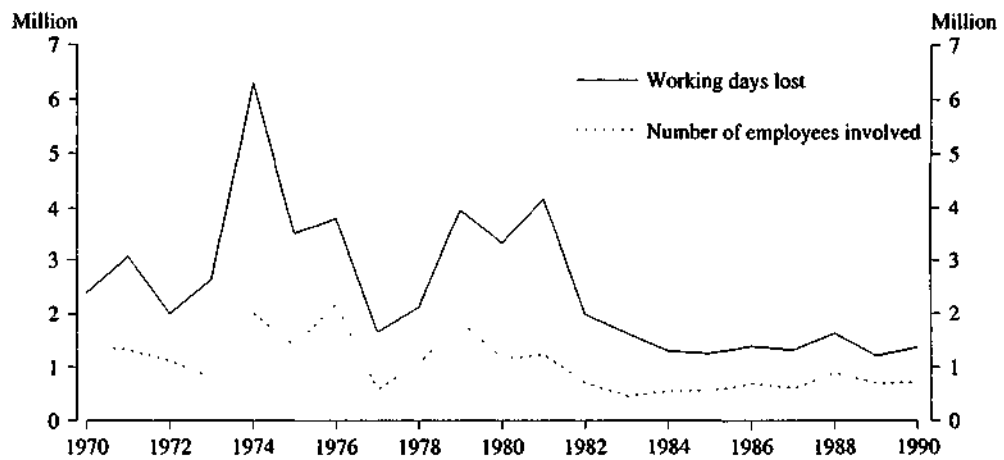
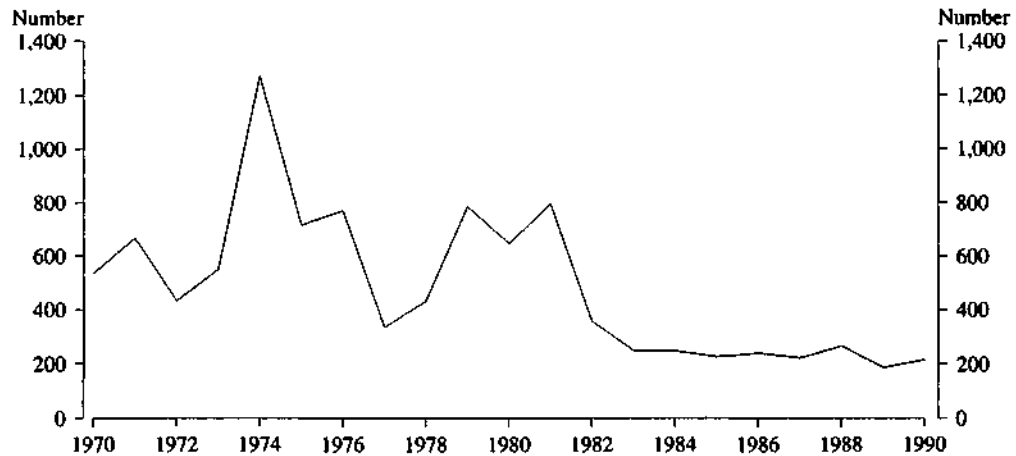
The number of employees involved (directly and indirectly) increased by 2.8 per cent from 709,800 in 1989 to 729,900 in 1990.

TABLE 8.1. INDUSTRIAL DISPUTES, AUSTRALIA, 1970 TO 1990

Employees involved ('000)									
Number of disputes			Directly		Indirectly		Total		Total working days lost ('000)
Period	Commenced during period	Total	Newly involved (a)	Total	Newly involved (a)	Total	Newly involved (a)	Total	
1970	n.a.	2,738	n.a.	1,304.2	n.a.	63.3	n.a.	1,367.4	2,393.7
1971	n.a.	2,404	n.a.	1,267.7	n.a.	58.8	n.a.	1,326.5	3,068.6
1972	n.a.	2,298	n.a.	1,041.2	n.a.	72.6	n.a.	1,113.8	2,010.3
1973	n.a.	2,538	n.a.	758.0	n.a.	45.0	n.a.	803.0	2,634.7
1974	n.a.	2,809	n.a.	1,947.1	n.a.	57.8	n.a.	2,004.8	6,292.5
1975	n.a.	2,432	n.a.	1,343.8	n.a.	54.1	n.a.	1,398.0	3,509.9
1976	n.a.	2,055	n.a.	2,137.3	n.a.	52.6	n.a.	2,189.9	3,799.2
1977	2,083	2,090	539.0	539.4	56.8	56.8	595.8	596.2	1,654.8
1978	2,276	2,277	1,011.9	1,011.9	63.7	63.7	1,075.6	1,075.6	2,130.8
1979	2,040	2,042	1,816.7	1,818.0	44.9	44.9	1,861.6	1,862.9	3,964.4
1980	2,420	2,429	1,101.8	1,108.6	63.2	64.0	1,165.0	1,172.6	3,319.7
1981	2,887	2,915	1,147.9	1,170.6	76.5	76.6	1,224.5	1,247.2	4,189.3
1982	2,045	2,060	654.2	680.6	24.2	25.5	678.4	706.1	1,980.4
1983	1,779	1,787	427.4	444.9	25.4	25.4	452.8	470.2	1,641.4
1984	1,958	1,965	520.0	529.2	31.1	31.1	551.1	560.3	1,307.4
1985	1,876	1,895	524.5	542.3	28.2	28.2	552.7	570.5	1,256.2
1986	1,747	1,754	653.8	671.6	20.1	20.1	673.9	691.7	1,390.7
1987	1,512	1,517	574.9	590.3	18.5	18.5	593.4	608.8	1,311.9
1988	1,502	1,508	883.6	884.1	10.3	10.3	893.9	894.4	1,641.4
1989	r1,391	r1,402	r695.3	r698.6	11.2	11.2	r706.4	r709.8	r1,202.4
1990	1,189	1,193	721.9	725.9	4.0	4.0	725.9	729.9	1,376.5

(a) Comprises workers involved in disputes that commenced during the period and additional workers involved in disputes that continued from previous periods.

Source: *Industrial Disputes, Australia* (6322.0)

CHART 8.1. NUMBER OF INDUSTRIAL DISPUTES, AUSTRALIA**CHART 8.2. WORKING DAYS LOST AND NUMBER OF EMPLOYEES INVOLVED IN INDUSTRIAL DISPUTES, AUSTRALIA****CHART 8.3. WORKING DAYS LOST PER THOUSAND EMPLOYEES, AUSTRALIA**

Source: *Industrial Disputes, Australia, December (6321.0)*.

TABLE 8.2. INDUSTRIAL DISPUTES : WORKING DAYS LOST PER THOUSAND EMPLOYEES(a), INDUSTRY, AUSTRALIA, 1970 TO 1990

Period	Manufacturing				Construction	Transport and storage; Communication		Other industries (b)	All industries
	Mining		Metal products, machinery and equipment	Other		Stevedoring services	Other		
	Coal	Other							
1970	9,292	1,518	1,014	555	1,581	3,753	531	63	537
1971	12,580	1,532	1,015	410	2,900	2,190	1,207	89	669
1972	2,909	1,152	1,113	533	1,037	1,990	578	89	435
1973	4,268	2,860	1,405	889	1,119	2,705	256	133	552
1974	7,725	2,625	4,876	1,026	3,009	6,172	1,352	194	1,273
1975	14,991	1,576	2,376	674	1,255	2,581	379	230	717
1976	6,602	3,952	1,467	1,245	1,433	2,276	1,010	292	773
1977	4,145	3,182	398	679	591	2,625	450	101	336
1978	5,669	2,415	1,460	747	378	8,418	435	74	434
1979	8,220	5,752	1,886	1,112	1,100	3,724	1,138	269	787
1980(b)	23,362	4,036	1,194	1,080	674	2,548	353	202	649
1981	10,209	5,238	2,287	986	1,405	2,952	970	238	797
1982	9,698	2,686	471	505	768	672		84	358
1983	3,223	3,375	353	186	1,269	485		42	249
1984	3,913	3,745	343	416	503	372		91	248
1985	6,892	1,928	256	312	666	430		71	228
1986	10,741	3,328	445	328	458	135		72	242
1987	8,920	1,072	479	305	743	217		70	223
1988	15,548	1,777	750	183	725	177		85	269
1989	r5,505	r642	r473	r283	374	r160		r97	190
1990	4,879	1,631	1,293	212	204	299		62	217

(a) For change in method of calculation see the Technical Notes. (b) Excludes agriculture, etc. and private households employing staff for the years 1976-1983. These are included from 1984.

Source: *Industrial Disputes, Australia* (6321.0).

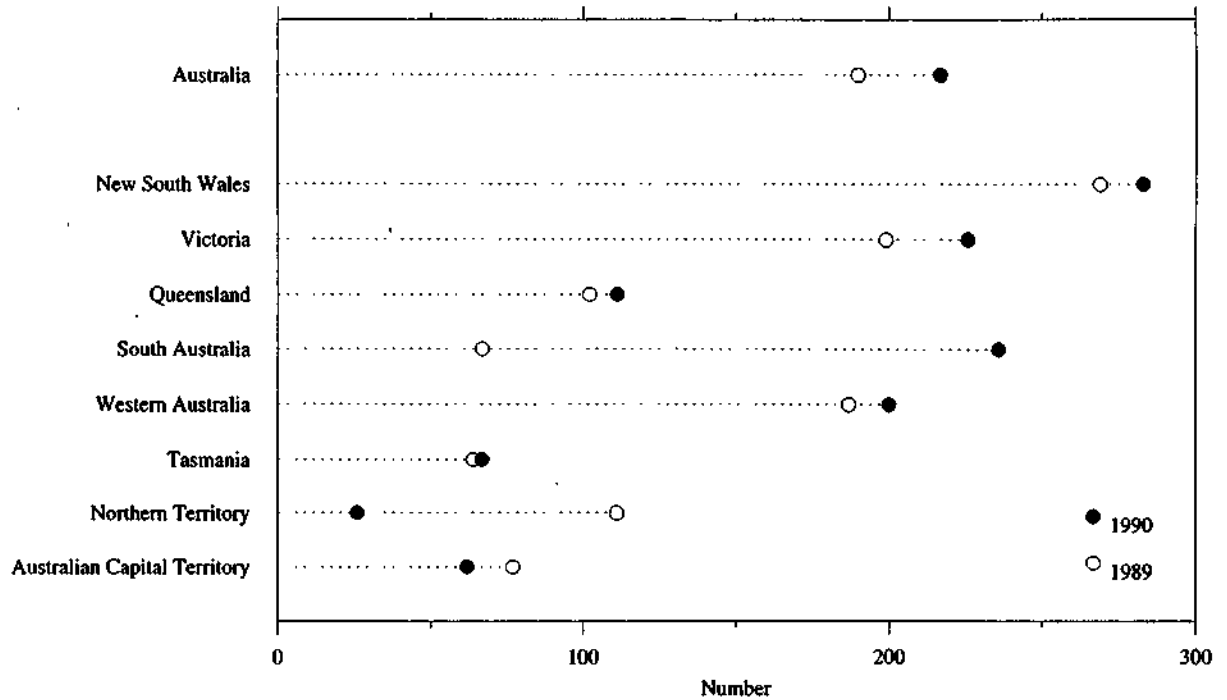
TABLE 8.3. INDUSTRIAL DISPUTES : WORKING DAYS LOST PER THOUSAND EMPLOYEES(a), STATES AND AUSTRALIA 1970 TO 1990

Period	NSW	Vic.	Qld	SA	WA	Tas.	N.T.	A.C.T.	Aust.
1970	829	409	318	227	413	258	n.a.	n.a.	537
1971	1,095	542	463	264	192	163	n.a.	n.a.	669
1972	503	497	485	143	261	152	n.a.	n.a.	435
1973	622	590	509	296	313	1,089	n.a.	n.a.	552
1974	1,462	1,757	807	686	656	672	n.a.	n.a.	1,273
1975	831	910	718	277	253	305	n.a.	n.a.	717
1976	827	1,051	638	323	623	464	n.a.	n.a.	773
1977	308	433	359	65	532	197	n.a.	n.a.	336
1978	555	346	536	172	473	261	n.a.	n.a.	434
1979	742	1,083	679	402	838	439	551	269	787
1980	657	792	863	132	446	668	583	100	649
1981	1,023	863	620	320	548	461	1,227	448	797
1982	381	258	660	101	348	431	275	146	348
1983	287	163	176	115	577	478	360	22	249
1984	357	132	302	56	256	350	381	88	248
1985	209	236	411	48	187	138	213	159	228
1986	304	240	208	95	272	190	199	55	242
1987	366	172	87	91	213	177	110	143	223
1988	341	214	336	93	299	118	158	112	269
1989	r269	199	r102	67	r187	64	111	77	190
1990	283	226	111	236	200	67	26	62	217

(a) For change in method of calculation, see the Technical Notes.

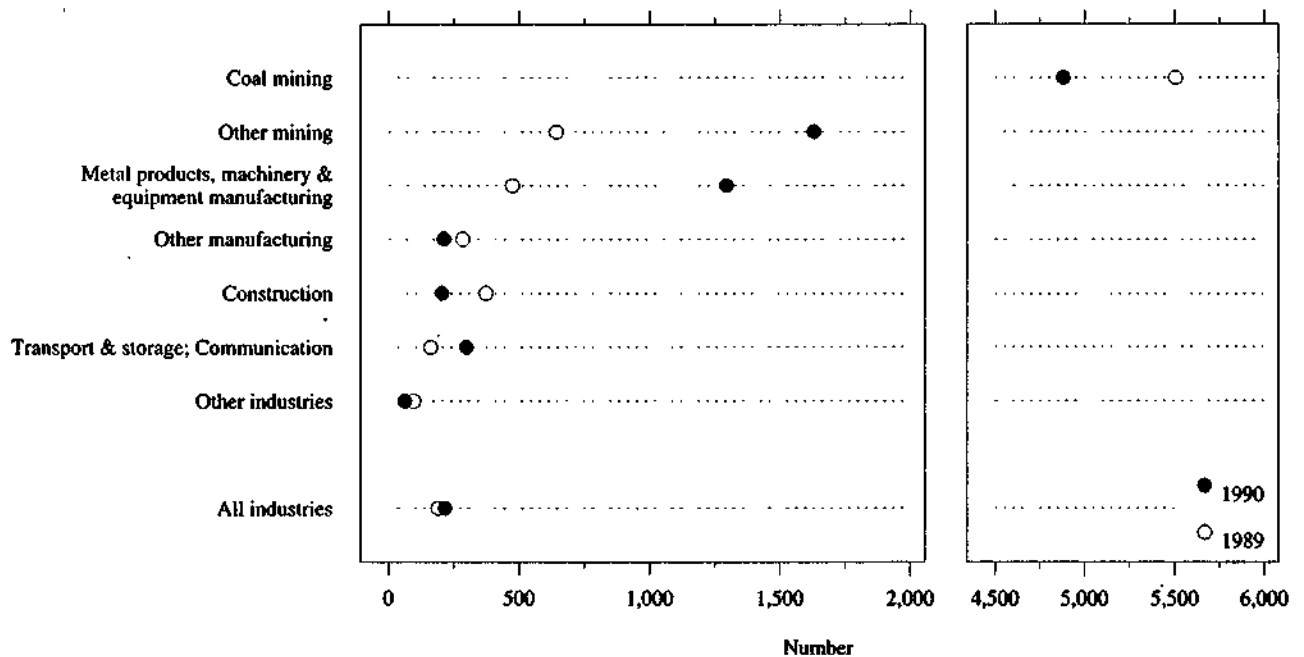
Source: *Industrial Disputes, Australia* (6321.0).

**CHART 8.4. INDUSTRIAL DISPUTES IN PROGRESS DURING EACH YEAR 1989 AND 1990
WORKING DAYS LOST PER THOUSAND EMPLOYEES**



Source: *Industrial Disputes, Australia, December (6321.0)*.

**CHART 8.5. INDUSTRIAL DISPUTES IN PROGRESS DURING EACH YEAR 1989 AND 1990:
WORKING DAYS LOST PER THOUSAND EMPLOYEES, AUSTRALIA**



Source: *Industrial Disputes, Australia, December (6321.0)*.

Trade Union Members

Data from trade unions are obtained from two sources. Supplementary household surveys were conducted in August 1988 and August 1990 to provide information on the characteristics of trade union members such as their age, occupation, industry of work and earnings. For the annual collection of trade unions, statistics are compiled from questionnaires completed by individual trade unions. The statistics relate to trade union membership and State of operation.

In August 1990, 41 per cent of the 6,565,600 employees aged 15 to 69 were trade union members (in connection with their main job).

Between the survey conducted in March to May 1982 and the August 1990 survey, there has been a decline of 9 percentage points in the proportion of employees who are trade union members. While previous surveys have shown a continuing decline in trade union membership, the proportion of employees who were trade union members remained steady between the August 1988 and August 1990 surveys.

Approximately 45 per cent of males and 35 per cent of females were trade union members.

The level of trade union membership increased with age, from 25 per cent of the 15-19 year age group to 50 per cent of the group aged 55-59 years. This trend was typical of both males and females.

The highest level of trade union membership was recorded in the 55-59 year age group (54% for males, 39% for females. Females aged 60-64 also recorded a trade union membership rate of 39%).

67 per cent of public sector and 31 per cent of private sector employees were members of a trade union.

The distribution of weekly earnings from main job shows that both male and female trade union members earn, on average, more than persons who are not union members. Female full-time employees who were members of a trade union had mean weekly earnings of \$454, while for non-union members this fell to \$419. Male full-time employees had estimated mean weekly earnings of \$546. Their mean weekly earnings was the same, regardless of trade union membership.

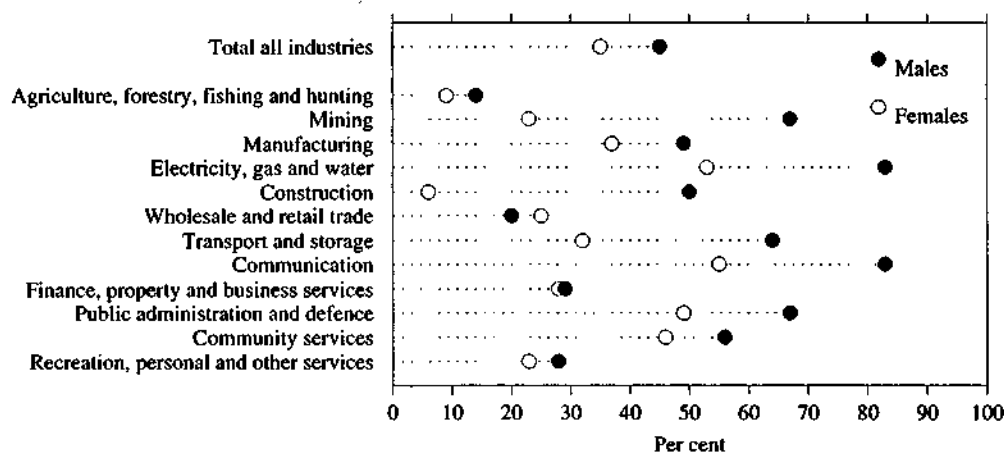
For the various industry divisions the highest rates of union membership were recorded in the Communications industry (84% of male employees and 55% of female employees) and the Electricity, gas and water industry (83% of male employees and 53% of female employees). The lowest rates of union membership were recorded in the Agriculture, forestry, fishing and hunting industry (13%) and the Wholesale and retail trade industry (23%).

The difference in the proportion of trade union members and non-members having superannuation coverage was greatest for employees in the Agriculture, forestry, fishing and hunting industry (74% of members and 47% of non-members), and the Communication industry (90% and 66% respectively).

About 45 per cent of full-time employees and 25 per cent of part-time employees were trade union members.

Full-time male employees recorded trade union membership of 47 per cent while full-time female employees recorded 40 per cent. This trend was reversed for part-time employees (26% for females, 22% for males).

CHART 8.6. PROPORTION OF ALL EMPLOYEES WHO WERE MEMBERS OF A TRADE UNION AND INDUSTRY, AUSTRALIA, AUGUST 1990



Source: Trade Union Members, Australia (6325.0).

TABLE 8.4. EMPLOYEES WHO WERE TRADE UNION MEMBERS: SUMMARY OF SELECTED CHARACTERISTICS, AUSTRALIA, MARCH TO MAY 1982, AUGUST 1986, AUGUST 1990

	March to May 1982		August 1986		August 1990		Total number of employees ('000)
	Number of members ('000)	Proportion of all employees in same category (per cent)	Number of members ('000)	Proportion of all employees in same category (per cent)	Number of members ('000)	Proportion of all employees in same category (per cent)	
<i>State or Territory of usual residence—</i>							
New South Wales	949.8	51.3	903.1	46.1	907.3	41.0	2,212.2
Victoria	658.5	47.5	695.6	45.6	719.4	40.8	1,764.3
Queensland	383.9	50.0	396.0	45.5	410.1	38.5	1,066.6
South Australia	227.7	49.9	226.8	47.1	241.8	44.5	543.5
Western Australia	199.9	45.8	210.6	41.1	218.6	35.4	617.7
Tasmania	86.2	58.4	85.6	55.0	85.3	52.0	163.0
Northern Territory	20.8	40.9	25.6	42.9	26.7	41.7	64.0
Australian Capital Territory	40.9	44.4	50.6	42.4	50.7	37.7	134.3
<i>Age group—</i>							
15-19	173.9	31.1	166.0	27.9	158.6	25.0	634.8
20-24	399.3	44.5	369.9	41.7	316.5	33.5	945.7
25-34	712.1	50.9	750.1	47.6	755.2	42.3	1,787.2
35-44	562.9	52.3	642.8	47.5	725.0	43.5	1,668.5
45-54	440.0	56.8	433.2	52.6	472.5	45.6	1,035.7
55-59	192.9	61.0	158.0	54.8	140.4	49.6	283.1
60-64	79.0	58.5	70.9	52.9	85.0	47.1	180.4
65-69	n.a.	n.a.	*2.9	12.9	6.4	21.1	30.3
<i>Industry—</i>							
Agriculture, forestry, fishing and hunting	21.0	19.6	16.9	14.6	16.4	12.7	128.8
Mining	68.5	64.0	67.0	71.5	57.9	62.9	92.0
Manufacturing	635.0	53.9	545.4	51.2	520.9	46.1	1,130.0
Electricity, gas and water	101.5	77.9	112.7	82.4	83.2	79.4	104.9
Construction	127.0	50.3	145.3	48.0	170.7	45.4	376.0
Wholesale and retail trade	253.0	27.6	279.4	25.4	305.5	22.6	1,353.0
Transport and storage	199.7	72.2	211.9	67.4	185.6	57.6	322.2
Communication	108.2	84.6	117.0	80.4	110.2	76.0	145.1
Finance, property and business services	194.5	42.1	193.2	33.6	215.8	28.7	752.6
Public administration and defence	211.9	63.5	197.9	60.4	219.7	60.0	366.0
Community services	536.9	54.3	609.8	52.4	662.0	49.1	1,347.5
Recreation, personal and other services	110.2	36.1	97.6	28.5	111.8	25.0	447.5
<i>Sector—</i>							
Public	1,202.1	72.9	1,238.2	70.6	1,184.2	66.8	1,772.6
Private(a)	1,365.5	38.6	1,355.7	34.5	1,475.3	30.8	4,792.9
<i>Birthplace—</i>							
Born in Australia	1,803.6	47.6	1,899.0	44.7	1,932.7	39.7	4,868.1
Born outside Australia	764.0	54.6	694.9	48.5	726.8	42.8	1,697.5
Main English speaking countries	295.3	47.6	293.5	43.7	293.7	38.4	765.4
United Kingdom or Ireland	248.0	48.5	244.6	46.7	233.5	41.2	566.2
Canada, USA, New Zealand or South Africa	47.3	43.3	48.9	33.3	60.2	30.2	199.2
Other countries	468.7	60.2	401.4	52.6	433.2	46.5	932.1
Germany	23.8	44.0	21.3	42.9	19.8	38.4	51.6
Greece	42.4	71.3	32.5	60.3	33.6	58.5	57.4
Italy	89.5	66.8	60.5	59.2	66.5	58.1	114.5
Yugoslavia	65.5	74.9	60.2	71.8	54.7	62.3	87.8
Other	247.6	55.8	227.0	48.0	258.6	41.7	620.8
<i>Permanent/Casual—</i>							
Permanent	n.a.	n.a.	2,388.4	50.8	2,420.5	45.7	5,293.8
Casual	n.a.	n.a.	205.5	21.0	239.0	18.8	1,271.8
<i>Hours worked in main job—</i>							
Less than 35 hours	256.8	33.0	663.1	40.2	666.6	34.6	1,924.0
35 hours or more	2,310.8	52.4	1,775.8	47.3	1,840.2	42.3	4,350.2
Total	2,567.6	49.5	2,593.9	45.6	2,659.6	40.5	6,565.6
Males	1,706.9	53.4	1,685.1	50.1	1,683.8	45.0	3,741.9
Females	860.7	43.2	908.8	39.1	975.8	34.6	2,823.7

(a) Includes persons for whom sector could not be determined.

Source: Trade Union Members, Australia, August 1990 (6325 0).

Trade Union Statistics

The number of trade unions declined from 326 at 30 June 1986 to 295 at 30 June 1990, a fall of 9.5 per cent. There were 103 trade unions which operated in six or more States at 30 June 1986 compared to 89 in 1990.

At 30 June 1988 there were 37 unions which reported their membership at less than 100. These unions accounted for 12 per cent of the total number of unions. In 1990 there 40 unions in this category, accounting for 13.6 per cent of unions. In 1990, 12 unions each reported membership of 80,000 or more.

TABLE 8.5. TRADE UNIONS : NUMBER OF STATES AND/OR TERRITORIES OF OPERATION, AUSTRALIA

30 June	One	Two	Three	Four	Five	Six or more	Total all States
1985	183	8	3	12	15	102	323
1986	187	6	3	13	14	103	326
1987	180	9	5	12	13	97	316
1988	177	6	4	12	16	93	308
1989	168	6	6	10	15	94	299
1990	168	5	5	12	16	89	295

Source: Trade Union Statistics, Australia (6323.0).

TABLE 8.6. TRADE UNIONS : NUMBER OF UNIONS ACCORDING TO SIZE OF UNION, AUSTRALIA,

Size of union (number of members)	30 June 1988		30 June 1989		30 June 1990	
	Number	Proportion of total (per cent)	Number	Proportion of total (per cent)	Number	Proportion of total (per cent)
Under 100	37	12.0	38	12.7	40	13.6
100 and under 250	32	10.4	31	10.4	34	11.5
250 and under 500	31	10.1	26	8.7	18	6.1
500 and under 1,000	43	14.0	41	13.7	44	14.9
1,000 and under 2,000	45	14.6	42	14.0	34	11.5
2,000 and under 3,000	11	3.6	12	4.0	18	6.1
3,000 and under 5,000	27	8.8	25	8.4	23	7.8
5,000 and under 10,000	18	5.8	19	6.4	21	7.1
10,000 and under 20,000	19	6.2	19	6.4	18	6.1
20,000 and under 30,000	11	3.6	12	4.0	11	3.7
30,000 and under 40,000	8	2.6	10	3.3	11	3.7
40,000 and under 50,000	8	2.6	6	2.0	5	1.7
50,000 and under 80,000	8	2.6	7	2.3	6	2.0
80,000 and over	10	3.2	11	3.7	12	4.1
Total	308	100.0	299	100.0	295	100.0

Source: Trade Union Statistics, Australia (6323.0).

Award Coverage

Statistics of the award coverage of employees were obtained from the Survey of Employee Earnings and Hours conducted in May 1990.

The occupation groups with the highest coverage by awards, determinations and collective agreements were Labourers and related workers for females at 92.8 per cent and Plant and machine operators, and drivers for males at 92.2 per cent. The lowest coverage rate was 35.0 per cent for males in the Managers and administrators group.

TABLE 8.7. ALL EMPLOYEES : AWARD COVERAGE RATES BY INDUSTRY AND JURISDICTION, AUSTRALIA, MAY 1990

Industry	Number of employees ('000)	Covered by awards, determinations and collective agreements			Not covered by awards etc.
		Federal	State	Total(a)	
		—per cent—			
MALES					
Mining	76.3	44.9	30.3	76.6	23.4
Manufacturing	712.8	47.8	29.2	79.5	20.5
Food, beverages and tobacco	107.8	25.7	55.2	83.9	16.1
Textiles, clothing and footwear	36.1	43.3	32.3	78.5	21.5
Paper, paper products, printing and publishing	65.0	51.9	26.7	81.3	18.7
Chemical, petroleum and coal products	48.0	27.7	24.1	55.3	44.7
Metal products, machinery and equipment	331.2	59.3	19.3	80.9	19.1
Basic metal products	65.0	39.4	37.0	80.5	19.5
Fabricated metal products; Other machinery and equipment	181.5	59.6	14.9	76.8	23.2
Transport equipment	84.7	73.9	15.4	90.1	9.9
Other manufacturing	124.7	42.9	35.3	80.4	19.6
Electricity, gas and water	101.0	46.9	51.0	98.4	*1.6
Construction	265.0	30.7	43.6	76.3	23.7
Wholesale trade and retail trade	596.8	27.0	35.0	65.0	35.0
Wholesale trade	248.3	22.2	27.1	53.2	46.8
Retail trade	348.5	30.4	40.6	73.3	26.7
Transport and storage	219.8	59.2	25.1	85.5	14.5
Communication	94.5	99.6	*0.0	99.7	*0.3
Finance, property and business services	335.9	33.3	23.1	59.2	40.8
Public administration and defence	176.7	56.1	42.2	98.3	1.7
Community services	438.6	16.3	69.7	86.7	13.3
Recreation, personal and other services	156.6	22.2	40.8	66.3	33.7
All industries	3,174.1	38.0	37.3	77.3	22.7
FEMALES					
Mining	9.1	*13.4	36.9	51.8	48.2
Manufacturing	270.4	36.2	42.9	82.1	17.9
Food, beverages and tobacco	47.3	18.9	64.7	85.6	14.4
Textiles, clothing and footwear	55.1	55.6	32.3	88.3	11.7
Paper, paper products, printing and publishing	31.1	33.0	43.4	80.5	19.5
Chemical, petroleum and coal products	21.3	14.1	42.7	59.5	40.5
Metal products, machinery and equipment	82.2	40.6	37.4	82.1	17.9
Basic metal products	8.2	33.6	39.6	76.4	23.6
Fabricated metal products; Other machinery and equipment	56.6	33.7	41.7	80.3	19.7
Transport equipment	17.4	66.6	22.7	90.6	9.4
Other manufacturing	33.3	34.7	42.6	82.7	17.3
Electricity, gas and water	14.3	49.0	50.0	99.5	*0.5
Construction	42.2	6.6	29.5	45.5	54.5
Wholesale and retail trade	524.4	10.8	65.5	79.2	20.8
Wholesale trade	127.5	12.7	47.9	63.7	36.3
Retail trade	396.9	10.2	71.2	84.2	15.8
Transport and storage	52.9	49.1	22.7	73.8	26.2
Communication	37.1	97.3	*0.7	98.6	*1.4
Finance, property and business services	397.3	33.9	39.4	75.5	24.5
Public administration and defence	128.2	60.1	36.7	97.4	2.6
Community services	776.3	10.6	79.9	91.1	8.9
Recreation, personal and other services	226.0	24.3	56.7	82.5	17.5
All industries	2,478.2	23.2	58.4	83.5	16.5

For footnotes see end of table.

TABLE 8.7. ALL EMPLOYEES : AWARD COVERAGE RATES BY INDUSTRY AND JURISDICTION, AUSTRALIA, MAY 1990 — continued

Industry	Number of employees ('000)	Covered by awards, determinations and collective agreements			Not covered by awards etc.
		Federal	State	Total(a)	
		—per cent—			
PERSONS					
Mining	85.4	41.5	31.0	74.0	26.0
Manufacturing	983.2	44.6	33.0	80.2	19.8
Food, beverages and tobacco	155.2	23.6	58.1	84.4	15.6
Textiles, clothing and footwear	91.1	50.8	32.3	84.4	15.6
Paper, paper products, printing and publishing	96.1	45.8	32.1	81.0	19.0
Chemical, petroleum and coal products	69.4	23.5	29.8	56.6	43.4
Metal products, machinery and equipment	413.5	55.6	22.9	81.2	18.8
Basic metal products	73.2	38.8	37.2	80.0	20.0
Fabricated metal products; Other machinery and equipment	238.1	53.4	21.2	77.7	22.3
Transport equipment	102.1	72.7	16.6	90.2	9.8
Other manufacturing	158.0	41.2	36.8	80.9	19.1
Electricity, gas and water	115.3	47.2	50.9	98.6	1.4
Construction	307.2	27.4	41.7	72.1	27.9
Wholesale and retail trade	1,121.2	19.4	49.3	71.6	28.4
Wholesale trade	375.7	19.0	34.2	56.8	43.2
Retail trade	745.5	19.6	56.9	79.1	20.9
Transport and storage	272.7	57.2	24.7	83.2	16.8
Communication	131.6	98.9	*0.2	99.4	*0.6
Finance, property and business services	733.2	33.6	31.9	68.0	32.0
Public administration and defence	304.9	57.8	39.9	97.9	2.1
Community services	1,214.9	12.7	76.2	89.5	10.5
Recreation, personal and other services	382.7	23.4	50.2	75.9	24.1
All industries	5,652.2	31.5	46.5	80.0	20.0

(a) Includes a small number of employees covered by unregistered agreements or unknown awards, determinations or collective agreements.

Source: Award Coverage, Australia, May 1990 (6315.0).

TABLE 8.8. ALL EMPLOYEES : AWARD COVERAGE RATES BY OCCUPATION AND JURISDICTION, AUSTRALIA, MAY 1990 (per cent)

	Covered by awards, determinations and collective agreements			Not covered by awards etc.
Occupation	Federal	State	Total	
MALES				
Managers and administrators	18.0	14.3	35.0	65.0
Professionals	25.7	39.5	67.2	32.8
Para-professionals	35.8	45.7	82.9	17.1
Tradespersons	48.0	37.3	86.9	13.1
Clerks	48.1	31.2	81.5	18.5
Salespersons and personal service workers	22.3	40.5	66.5	33.5
Plant and machine operators, and drivers	53.3	37.0	92.2	7.8
Labourers and related workers	38.8	49.1	89.2	10.8
All occupations	38.0	37.3	77.3	22.7
FEMALES				
Managers and administrators	13.6	32.4	49.0	51.0
Professionals	16.6	64.2	82.1	17.9
Para-professionals	18.3	72.7	91.4	8.6
Tradespersons	24.9	60.2	86.2	13.8
Clerks	25.6	49.5	78.1	21.9
Salespersons and personal service workers	18.3	68.3	88.2	11.8
Plant and machine operators, and drivers	62.0	29.1	91.9	8.1
Labourers and related workers	27.5	64.1	92.8	7.2
All occupations	23.2	58.4	83.5	16.5
PERSONS				
Managers and administrators	17.1	18.0	37.9	62.1
Professionals	21.6	50.8	74.0	26.0
Para-professionals	28.3	57.3	86.6	13.4
Tradespersons	45.7	39.6	86.8	13.2
Clerks	31.9	44.4	79.0	21.0
Salespersons and personal service workers	19.7	58.6	80.6	19.4
Plant and machine operators, and drivers	54.8	35.6	92.1	7.9
Labourers and related workers	34.3	55.0	90.6	9.4
All occupations	31.5	46.5	80.0	20.0

Source: Award Coverage, Australia, May 1990 (6315.0)

CHAPTER 9

TRAINING

Training is a major factor in both labour market adjustment and occupational mobility. In addition, the manner in which training is acquired can be a major influence on labour market efficiency.

National estimates of the expenditure by employers for the formal training of their employees are provided by the *Training Expenditure Survey*. The survey also provides estimates of the paid time employees spend receiving formal training. Detailed industry and employer size statistics on training expenditure are provided. These statistics are used to analyse industry training and monitor employer training expenditure.

Further, national details about the extent and the types of training and education being undertaken by wage and salary earners are provided through the 1989 survey of *How Workers Get Their Training*.

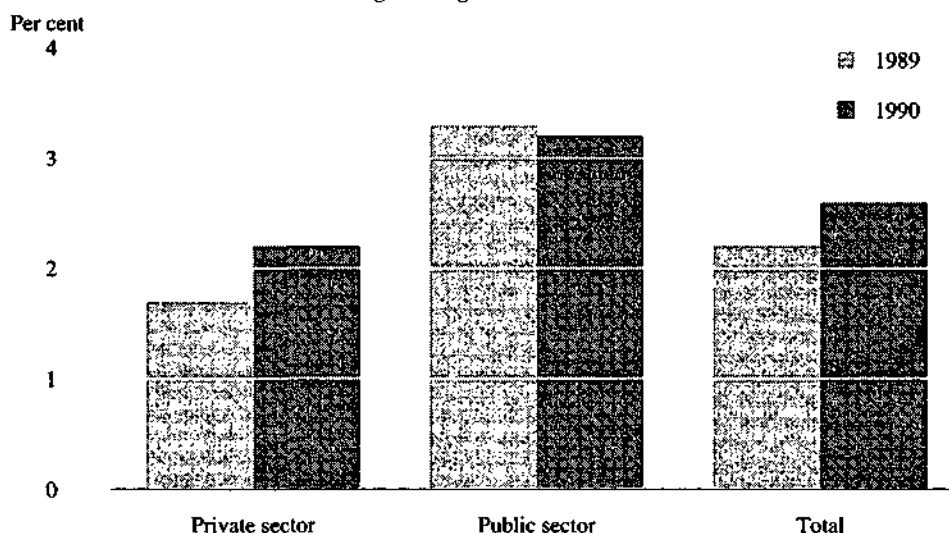
Training Expenditure

During the three months July to September 1990, Australian employers spent an amount equivalent to 2.6 per cent of gross wages and salaries on the formal training of their employees. This represents \$163 per employee, or almost six hours of training per employee.

During the 1990 survey period, private sector employers overall spent the equivalent of 2.2 per cent of gross wages and salaries on the formal training of their employees, an average of \$132 per employee. Private sector employees received an average of 5.0 hours of formal training. In the public sector, employers spent the equivalent of 3.2 per cent of gross wages and salaries overall, an average of \$230, and provided 8.1 hours of formal training per employee for the three month period. By comparison, in 1989, private sector employers spent the equivalent of 1.7 per cent of gross wages and salaries on the formal training of their employees and public sector employers spent the equivalent of 3.3 per cent.

Employers with a large number of employees spent a higher proportion of gross wages and salaries on formal training than did those with few employees. Large employers (with 100 or more employees) spent three per cent of gross wages and salaries. By contrast, medium employers (with 20 to 99 employees) spent 1.9 per cent, and small employers (with 1 to 19 employees) spent 1.4 per cent on formal training during the quarter. In the private sector, large employers spent 2.8 per cent of gross wages and salaries, medium employers spent 1.9 per cent, and small employers spent 1.4 per cent. A greater number of large employers (94%) reported formal training expenditure than did either medium (64%) or small employers (19%).

**CHART 9.1. AVERAGE TRAINING EXPENDITURE BY SECTOR,
AUSTRALIA, JULY TO SEPTEMBER 1989 AND 1990**
Per cent of gross wages and salaries



Source: *Employer Training Expenditure, Australia, July to September 1990* (6353.0).

**TABLE 9.1. AVERAGE TRAINING EXPENDITURE, ALL EMPLOYERS, SECTOR BY
EMPLOYER SIZE, AUSTRALIA, JULY TO SEPTEMBER 1990**

	<i>1 - 19 employees</i>	<i>20 - 99 employees</i>	<i>100 or more employees</i>	<i>Total</i>
PRIVATE				
Total training expenditure	1.35	per cent of gross wages and salaries 1.89	2.79	2.22
Total training expenditure per employee	67.9	dollars 112.5	181.8	132.1
Training hours per employee	4.00	hours 4.09	5.97	4.95
Employers reporting training expenditure(a)	18.3	per cent of employers 62.8	91.9	23.6
Total training expenditure	78.0	\$ million 108.2	338.4	524.7
PUBLIC				
Total training expenditure	*1.63	per cent of gross wages and salaries 1.81	3.25	3.19
Total training expenditure per employee	*75.5	dollars 127.9	234.9	229.9
Training hours per employee	*3.32	hours 4.25	8.23	8.05
Employers reporting training expenditure(a)	*41.7	per cent of employers 94.6	99.8	72.7
Total training expenditure	*1.0	\$ million *8.4	408.9	418.3
TOTAL				
Total training expenditure	1.35	per cent of gross wages and salaries 1.88	3.03	2.57
Total training expenditure per employee	68.0	dollars 113.5	207.5	162.8
Training hours per employee	3.99	hours 4.10	7.06	5.92
Employers reporting training expenditure(a)	18.5	per cent of employers 64.3	93.7	24.4
Total training expenditure	78.9	\$ million 116.7	747.3	942.9

(a) The percentage of employers is based on the statistical unit for the survey (see the Technical Notes).

Source: Employer Training Expenditure, Australia, July to September 1990 (6353.0).

TABLE 9.2. AVERAGE TRAINING EXPENDITURE, ALL EMPLOYERS, SECTOR BY EMPLOYER PAYROLL SIZE, AUSTRALIA, JULY TO SEPTEMBER 1990

	<i>less than \$50,000(a)</i>	<i>\$50,000 and over(a)</i>	<i>Total</i>
PRIVATE			
Total training expenditure	per cent of gross wages and salaries 1.22	2.38	2.22
Total training expenditure per employee	51.3	dollars 152.1	132.1
Training hours per employee	3.53	hours 5.30	4.95
Employers reporting training expenditure(b)	13.8	per cent of employers 58.3	23.6
Total training expenditure	40.5	\$ million 484.2	524.7
PUBLIC			
Total training expenditure	per cent of gross wages and salaries *2.48	3.20	3.19
Total training expenditure per employee	*91.4	dollars 230.4	229.9
Training hours per employee	*2.88	hours 8.07	8.05
Employers reporting training expenditure(b)	*34.3	per cent of employers 94.0	72.7
Total training expenditure	*0.6	\$ million 417.7	418.3
TOTAL			
Total training expenditure	per cent of gross wages and salaries 1.23	2.70	2.57
Total training expenditure per employee	51.6	dollars 180.5	162.8
Training hours per employee	3.52	hours 6.30	5.92
Employers reporting training expenditure(b)	14.0	per cent of employers 60.0	24.4
Total training expenditure	41.1	\$ million 901.9	942.9

(a) This is the equivalent of \$200,000 for the full year. (b) The percentage of employers is based on the statistical unit for the survey (see the Technical Notes).

Source: *Employer Training Expenditure, Australia, July to September 1990* (6353.0).

Training Expenditure by Industry

The three industries with the highest average training expenditure were—

- Air transport, \$564 per employee;
- Mining, \$462 per employee; and
- Communication, \$347 per employee.

The three industries with the lowest average training expenditure were—

- Restaurants, hotels and clubs, \$44 per employee;
- Retail trade, \$61 per employee; and
- Wood, wood products manufacture, \$77 per employee.

By comparison, average training hours per employee were the highest in the Transport equipment manufacturing industry, 16.8 hours and in the Personal services industry, 12.8 hours. The Entertainment and recreation industry reported the least amount of training at 1.9 hours per employee for the three month period.

Training costs per hour varied considerably across industry from \$11 per hour in the Personal services industry up to \$77 in Air transport.

**TABLE 9.3. AVERAGE TRAINING EXPENDITURE PER EMPLOYEE, ALL EMPLOYERS,
SECTOR BY INDUSTRY, AUSTRALIA, JULY TO SEPTEMBER 1990**
(Dollars)

Industry	Private			Total		
	In-house	External	Total	In-house	External	Total
Mining	310.5	153.7	464.2	313.3	148.8	462.1
Manufacturing	92.1	50.7	142.8	97.6	51.3	148.8
Food, beverages and tobacco	53.3	35.8	89.1	54.2	34.9	89.1
Textiles, clothing and footwear	72.6	23.1	95.7	72.1	23.2	95.3
Wood, wood products	*31.4	43.5	74.9	*33.1	43.4	76.5
Paper, paper products	*110.9	59.8	170.8	*110.7	60.5	171.2
Chemical, petroleum and coal products	229.5	82.0	311.5	226.6	83.0	309.6
Non metallic mineral products	53.2	50.7	103.9	53.2	50.7	103.9
Basic metal products	208.1	81.0	289.1	207.8	81.0	288.8
Fabricated metal, machinery and equipment	61.8	51.4	113.2	66.0	51.8	117.9
Transport equipment	172.1	70.4	242.4	203.0	72.9	275.9
Miscellaneous manufacturing	68.8	31.4	100.2	68.8	31.4	100.2
Electricity, gas and water	226.8	89.2	316.1	241.8	97.6	339.5
Construction	35.5	85.1	120.6	57.6	82.7	140.3
Non building construction	45.4	40.9	86.3	97.8	41.9	139.7
Other construction	34.3	90.6	124.9	46.4	94.1	140.4
Wholesale and retail trade	63.4	29.9	93.3	63.3	29.9	93.2
Wholesale trade	110.4	52.3	162.7	109.8	52.1	162.0
Retail trade	41.2	19.4	60.6	41.2	19.4	60.6
Transport and storage	115.4	41.4	156.8	178.5	35.4	213.9
Air transport	286.1	28.1	314.1	545.3	18.9	564.3
Other transport and storage	91.9	43.3	135.1	113.7	38.3	152.0
Communication	73.7	73.7	147.4	292.0	55.4	347.3
Finance, property and business services	152.6	70.9	223.5	150.7	65.4	216.1
Finance	240.5	62.9	303.4	235.7	56.4	292.0
Insurance	217.5	*112.5	330.0	217.3	*111.0	328.2
Property and business services	94.6	67.1	161.6	89.2	63.2	152.4
Public administration and defence	..	..	..	149.5	83.5	233.0
Community services	63.0	32.5	95.5	112.7	44.6	157.2
Health	*44.1	*17.6	*61.7	89.0	33.2	122.2
Other community services	86.3	50.9	137.2	128.2	52.0	180.2
Recreational, personal and other services	28.0	26.2	54.3	38.0	26.5	64.5
Entertainment and recreation	18.1	9.3	27.5	*58.3	18.6	76.8
Restaurants, hotels and clubs	25.2	*19.2	44.4	25.2	*19.0	44.2
Personal services	*58.2	90.3	148.6	*57.4	88.7	146.1
All industries	85.5	46.6	132.1	112.2	50.6	162.8

Source: Employer Training Expenditure, Australia, July to September 1990 (6353.0).

Fields of Training

Formal training was classified into fields of training according to the main content of the training course or program.

Formal trade and apprenticeship training accounted for 27 per cent of all training, with an average of 1.6 hours per employee. The next highest were Management and professional training and Technical and para-professional training with an average of 1 hour and 0.9 hours per employee, respectively.

In the private sector Trade and apprenticeship training accounted for almost 40 per cent of all training, averaging 1.9 hours per employee.

In the public sector, the two highest fields of training were Technical and para-professional, 2.2 hours per employee and Management and professional training, 1.8 hours per employee.

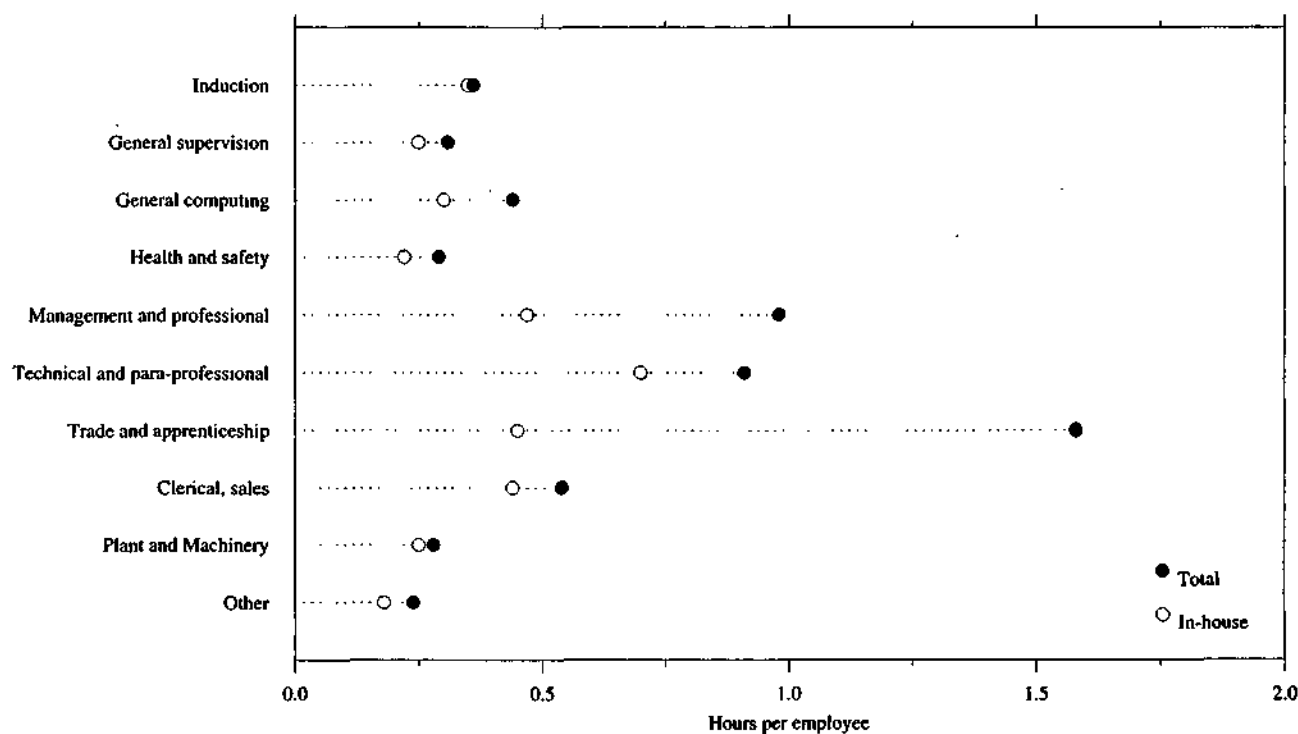
The highest levels of Trade and apprenticeship training were recorded in the following industries—

- Construction, 6.7 hours on average per employee;
- Electricity, gas and water, 3.3 hours per employee;
- Manufacturing, 3.3 hours per employee; and
- Mining, 2.9 hours per employee.

The highest levels of Management and professional training were recorded in the following industries—

- Public administration and defence, 1.8 hours per employee;
- Community services, 1.8 hours per employee;
- Finance, property and business services, 1.3 hours per employee; and
- Communication, 1.2 hours per employee.

**CHART 9.2. AVERAGE PAID TRAINING TIME PER EMPLOYEE
FIELD OF TRAINING (a), AUSTRALIA, JULY TO SEPTEMBER 1990**



(a) Formal training was classified according to the main content of the course or program.

Source: *Employer Training Expenditure, Australia, July to September 1990 (6353)*.

**TABLE 9.4. AVERAGE PAID TRAINING TIME PER EMPLOYEE(a), ALL EMPLOYERS,
FIELD OF TRAINING BY SECTOR, AUSTRALIA, JULY TO SEPTEMBER 1990
(Hours)**

<i>Field of training(b)</i>	<i>In-house</i>	<i>External</i>	<i>Total</i>
PRIVATE			
Induction	0.35	0.00	0.35
General supervision	0.23	0.05	0.29
General computing	0.24	0.13	0.37
Health and safety	0.17	0.06	0.22
Management and professional	0.32	0.28	0.60
Technical and para-professional	0.19	0.11	0.30
Trade and apprenticeship	0.43	1.43	1.86
Clerical, sales	0.42	0.10	0.52
Plant and machinery	0.24	0.03	0.27
Other	0.12	0.04	0.16
<i>All fields</i>	<i>2.70</i>	<i>2.24</i>	<i>4.95</i>
PUBLIC			
Induction	0.36	*0.01	0.36
General supervision	0.30	0.07	0.37
General computing	0.44	0.16	0.60
Health and safety	0.33	0.09	0.42
Management and professional	0.80	1.00	1.79
Technical and para-professional	1.81	0.43	2.24
Trade and apprenticeship	0.49	0.47	0.95
Clerical, sales	0.50	0.10	0.60
Plant and machinery	0.27	0.04	0.31
Other	0.32	0.08	0.40
<i>All fields</i>	<i>5.60</i>	<i>2.45</i>	<i>8.05</i>
TOTAL			
Induction	0.35	0.01	0.36
General supervision	0.25	0.06	0.31
General computing	0.30	0.14	0.44
Health and safety	0.22	0.07	0.29
Management and professional	0.47	0.51	0.98
Technical and para-professional	0.70	0.21	0.91
Trade and apprenticeship	0.45	1.13	1.58
Clerical, sales	0.44	0.10	0.54
Plant and machinery	0.25	0.03	0.28
Other	0.18	0.05	0.24
<i>All fields</i>	<i>3.61</i>	<i>2.31</i>	<i>5.92</i>

(a) The total time receiving formal training averaged over the total number of employees. (b) Formal training was classified according to the main content of the course or program.

Source: *Employer Training Expenditure, Australia, July to September 1990* (6353.0).

Components of Training Expenditure

Employees' wages for time receiving training (\$81 per employee) was the largest single component of training expenditure during the period. Employers also spent an average of \$57 per employee for trainers' costs which covers gross wages and salaries for employees providing training, consultants' fees, and training institution fees. A further \$25 per employee was spent on other items such as training equipment, travel, meals, accommodation, consumables, training rooms, and payments to industry training bodies.

**TABLE 9.5. COMPOSITION OF AVERAGE TRAINING EXPENDITURE PER EMPLOYEE,
ALL EMPLOYERS, SECTOR, AUSTRALIA, JULY TO SEPTEMBER 1990**
(Dollars)

Components of expenditure	Private	Public	Total
Employees' wages and salaries for time receiving training	63.3	119.6	81.0
Trainers' costs (including fees)	46.7	79.9	57.2
Wages and salaries for time providing training	22.7	55.2	32.9
Fees to consultants and institutions	24.0	24.8	24.3
Other expenditure	22.0	30.4	24.6
Equipment	2.6	4.4	3.1
Travel, accommodation and meals	11.0	14.1	12.0
Training rooms	3.6	6.1	4.4
Payments to industry training bodies	*1.5	*1.7	*1.6
Other(a)	3.2	4.1	3.5
Total wages and salaries costs(b)	86.1	174.7	113.9
Total costs other than wages and salaries(c)	46.0	55.2	48.9
Total training expenditure	132.1	229.9	162.8
Training subsidies received	*6.9	5.0	*6.3
Net training expenditure	125.1	225.0	156.5

(a) Materials, books, computer based training packages, printing, etc. (b) Employees' gross wages and salaries for time receiving and providing training. (c) Fees to consultants and institutions, and Other expenditure.

Source: Employer Training Expenditure, Australia, July to September 1990 (6353.0).

**TABLE 9.6. COMPOSITION OF AVERAGE TRAINING EXPENDITURE, ALL EMPLOYERS,
EMPLOYER SIZE, AUSTRALIA, JULY TO SEPTEMBER 1990**
(Per cent of gross wages and salaries)

Components of expenditure	1 - 19 employees	20 - 99 employees	100 or more employees	Total
Employees' wages and salaries for time receiving training	0.8	0.9	1.5	1.3
In-house training	0.3	0.4	1.0	0.8
External training	0.5	0.5	0.4	0.5
Trainers' costs (including fees)	0.4	0.6	1.1	0.9
Other expenditure	*0.2	0.4	0.4	0.4
Total wages and salaries costs(a)	1.0	1.1	2.2	1.8
Total costs other than wages and salaries(b)	0.4	0.8	0.9	0.8
Total in-house	0.6	1.0	2.2	1.8
Total external	0.7	0.9	0.8	0.8
Total	1.4	1.9	3.0	2.6

(a) Employees' gross wages and salaries for time receiving and providing training. (b) Fees to consultants and institutions, and Other expenditure.

Source: Employer Training Expenditure, Australia, July to September 1990 (6353.0).

How Workers Get Their Training

Of those persons who had a wage or salary job in the twelve months to July 1989, 79 per cent undertook some form of training in that period.

Some 72 per cent of all employees received on-the-job training. About 35 per cent undertook in-house training courses, 17 per cent studied for an educational qualification, and 10 per cent attended at least one external training course. Some workers received more than one form of training.

Qualifying training

Of the 6,704,700 persons who had a wage or salary job during the year, 32 per cent (2,122,400) required a post-school qualification to secure their main job, and 13 per cent (863,400) required a secondary school certificate.

Some 69 per cent of Professionals required a diploma, bachelor degree or higher qualification to obtain their jobs, and 45 per cent of Tradespersons required a trade qualification or apprenticeship.

For public sector, and private sector employees, 63 per cent and 37 per cent respectively required an educational qualification to obtain their jobs.

Of the 2,985,800 persons who needed an educational qualification for their jobs, 29 per cent (853,700) received employer support in gaining that qualification. Of workers who needed to complete a trade qualification or apprenticeship, 64 per cent received employer support in obtaining that qualification.

In-house training courses

Some 2,337,500 persons who had a wage or salary job in the last twelve months attended in-house training courses. Of these persons, 42 per cent attended one course only, and 14 per cent attended 5 or more courses.

About 26 per cent of those attending an in-house training course nominated management and professional training as the type of course on which they spent most time.

Of those undertaking in-house training, 331,500 (14%) stated that the main type of course taken had helped them obtain a promotion, while a further 17 per cent (388,000) felt that the training would be likely to help them gain a promotion.

Some 39 per cent reported spending between 1 and 9 hours on the main in-house training course, while 22 per cent reported 40 hours or more.

Persons attending in-house courses attended an average 2.1 principal courses (principal courses refer to the first four in-house courses on which workers spent the most time) during the year. Approximately 34 per cent spent a total of 40 or more hours on those courses, while 26 per cent spent less than 10 hours.

External training courses

An estimated 658,400 persons who had a wage and salary job during the year took 1,012,400 places on principal external training courses during the year. Most of these courses were taken while working. Two-thirds of persons who had undertaken an external training course while working had employer support for that course.

Some 445,700 workers undertook one external course only, representing 68 per cent of all persons who attended an external training course. Management and professional training was reported by 32 per cent of those taking an external course as their main type of external training.

For 77 per cent of those taking an external course, the main course attended took less than 40 hours, and for 41 per cent the main course was for less than 10 hours.

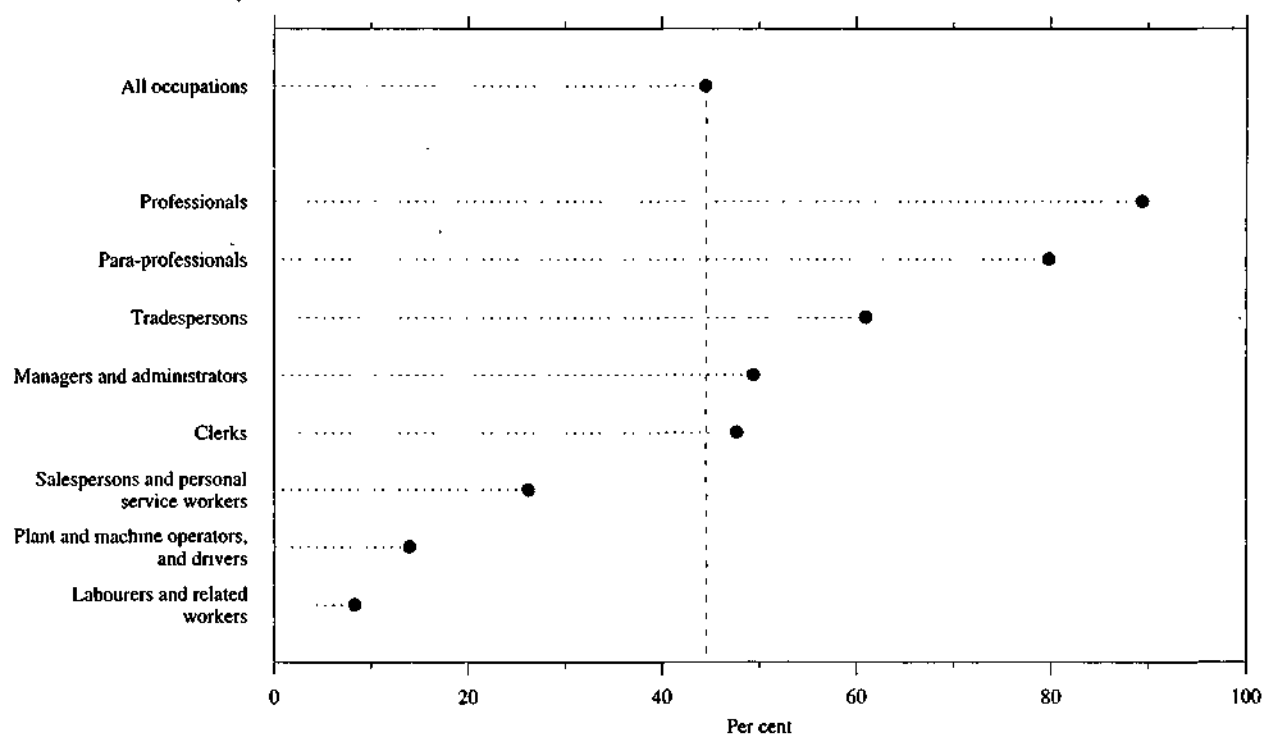
TABLE 9.7. PERSONS WHO HAD A WAGE OR SALARY JOB IN THE LAST 12 MONTHS: SUMMARY OF CHARACTERISTICS AND CATEGORIES OF TRAINING UNDERTAKEN IN THE LAST 12 MONTHS, AUSTRALIA, 1989

	Studied for educational qualification in 1988	Training courses undertaken						Total
		External training		In-house	On-the-job	Some training undertaken	No training undertaken	
		Employer supported	Total					
				— per cent —				('000)
<i>Marital status —</i>								
Married	9.0	7.0	10.1	36.0	66.6	74.5	25.5	4,031.6
Not married	28.5	5.5	9.4	33.1	79.6	86.0	14.0	2,673.1
<i>Family status —</i>								
Member of a family	15.9	6.4	9.6	34.4	70.9	78.3	21.7	5,441.4
Husband or wife	9.0	7.0	10.1	36.2	66.6	74.5	25.5	3,901.8
With dependents present	8.7	7.2	10.5	37.5	68.0	76.1	23.9	2,367.2
Without dependents present	9.3	6.8	9.6	34.3	64.5	72.1	27.9	1,534.6
Other family head	12.4	5.0	10.7	32.2	70.7	77.9	22.1	273.8
Full-time student aged 15-24(a)	85.4	*0.9	*2.2	23.5	81.5	99.1	*0.9	136.5
Other child of married couple or family head	32.9	5.2	8.5	30.7	84.9	89.2	10.8	1,051.5
Other relative of married couple or family head	22.1	*2.9	*3.5	23.8	77.1	81.3	18.7	77.8
Not a member of a family	20.0	7.2	11.8	38.6	76.1	83.1	16.9	960.7
Family status not determined	22.6	4.6	8.2	30.5	74.6	80.4	19.6	302.7
<i>Birthplace and period of arrival —</i>								
Born in Australia	17.9	6.3	9.9	36.2	73.3	80.6	19.4	5,039.0
Born outside Australia	13.2	6.7	9.6	30.8	67.2	74.4	25.6	1,665.8
Main English speaking countries	12.7	8.5	12.9	37.3	71.9	79.4	20.6	777.0
Other countries	13.7	5.2	6.8	25.0	63.1	70.0	30.0	888.7
Arrived before 1960	5.5	7.5	11.3	30.7	54.5	62.9	37.1	272.4
Arrived 1960-1969	9.7	6.6	9.5	31.7	61.3	68.8	31.2	473.3
Arrived 1970-1979	17.5	6.3	8.9	31.4	70.2	76.9	23.1	435.2
Arrived 1980-1989	17.2	6.7	9.5	29.4	77.4	84.0	16.0	484.8
<i>Age (years) —</i>								
15-24	37.9	4.2	7.1	30.3	87.7	92.6	7.4	1,705.3
25-34	13.8	7.8	11.9	39.6	76.0	83.2	16.8	1,939.1
35-44	9.0	8.0	12.0	40.2	68.1	77.1	22.9	1,621.9
45-54	5.2	6.5	9.3	31.5	56.5	64.6	35.4	977.9
55-64	2.9	3.1	4.7	20.4	40.9	49.0	51.0	460.5
<i>Level of educational attainment —</i>								
With post-school qualifications	17.2	9.9	14.9	44.2	76.2	84.1	15.9	3,172.6
Post-graduate degree or graduate diploma	20.6	18.5	28.0	59.8	84.4	92.9	7.1	315.7
Bachelor degree or diploma	23.4	15.8	21.8	56.2	84.9	90.8	9.2	747.6
Trade qualification or apprenticeship	9.4	5.6	8.5	31.5	65.8	74.3	25.7	936.0
Post-secondary certificate	18.8	7.4	12.1	42.6	76.6	85.3	14.7	1,143.7
Full-time student aged 15-24(a)	*12.1	*7.9	*12.1	32.8	79.4	83.4	*16.6	29.6
Without post-school qualifications(b)	16.4	3.2	5.2	26.5	67.9	74.5	25.5	3,532.1
Attended highest level of secondary school available	33.4	6.2	8.5	36.6	79.4	87.5	12.5	1,006.6
Did not attend highest level of secondary school available	9.4	2.0	3.8	22.4	63.2	69.2	30.8	2,496.5
Left at age —								
16 years or over	14.4	2.5	4.8	26.7	72.8	79.0	21.0	1,091.0
15 years or under	5.6	1.6	3.1	19.1	55.7	61.7	38.3	1,405.5
Total	16.8	6.4	9.8	34.9	71.8	79.0	21.0	6,704.7
Males	17.0	7.4	10.4	35.1	71.1	78.8	21.2	3,740.7
Females	16.5	5.2	9.1	34.6	72.7	79.4	20.6	2,964.0
				— '000 —				
Total	1,124.0	429.2	658.4	2,337.5	4,814.4	5,300.1	1,404.6	6,704.7
Males	634.1	276.5	388.3	1,311.2	2,659.0	2,947.5	793.2	3,740.7
Females	489.9	152.7	270.1	1,026.4	2,155.4	2,352.6	611.5	2,964.0

(a) Excludes persons attending school (b) Includes those who never attended school and those for whom secondary school qualifications could not be determined.

Source: *How Workers Get Their Training, 1989* (6278.0).

CHART 9.3. PERSONS WHO HAD A WAGE OR SALARY JOB IN THE LAST 12 MONTHS: OCCUPATION AND PROPORTION WHO REQUIRED AN EDUCATIONAL QUALIFICATION TO OBTAIN JOB WITH MAIN PERIOD EMPLOYER, AUSTRALIA, 1989



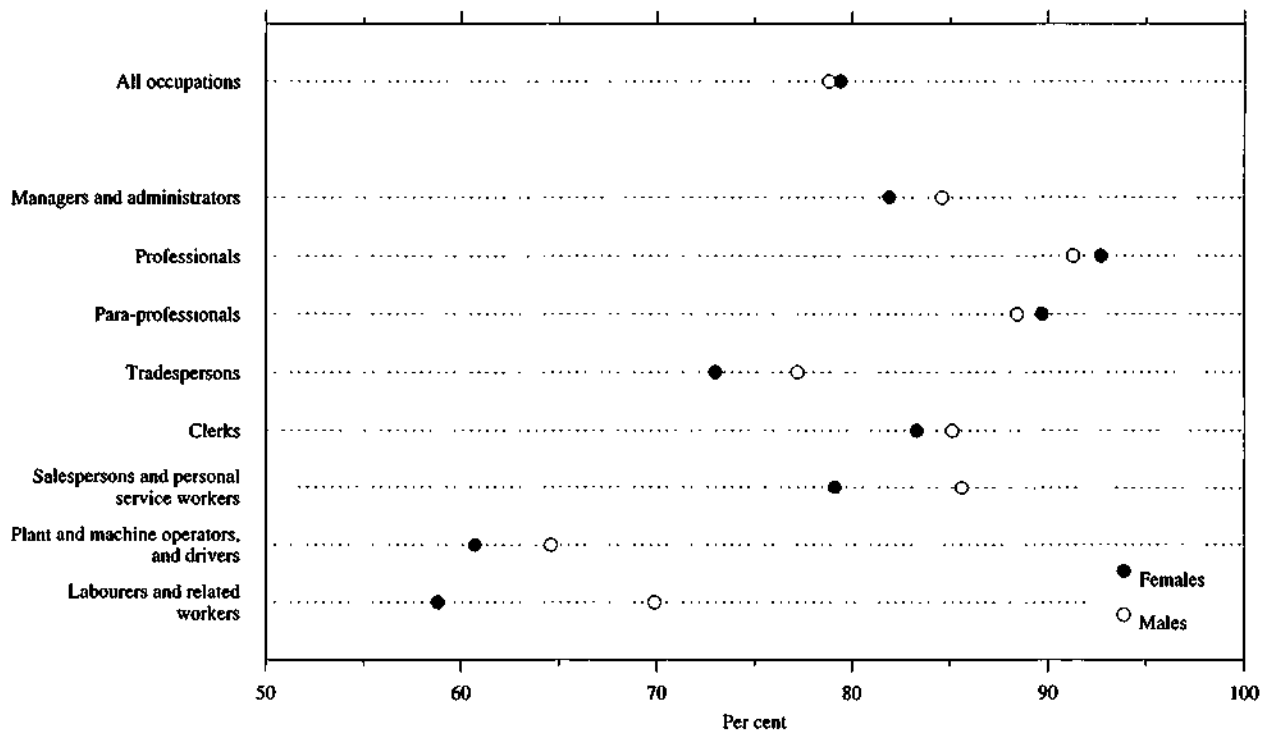
Source: *How Workers Get Their Training, 1989* (6278.0).

TABLE 9.8. PERSONS WHO HAD A WAGE OR SALARY JOB IN THE LAST 12 MONTHS: SUMMARY OF EMPLOYMENT CHARACTERISTICS AND CATEGORIES OF TRAINING UNDERTAKEN IN THE LAST 12 MONTHS, AUSTRALIA, 1989

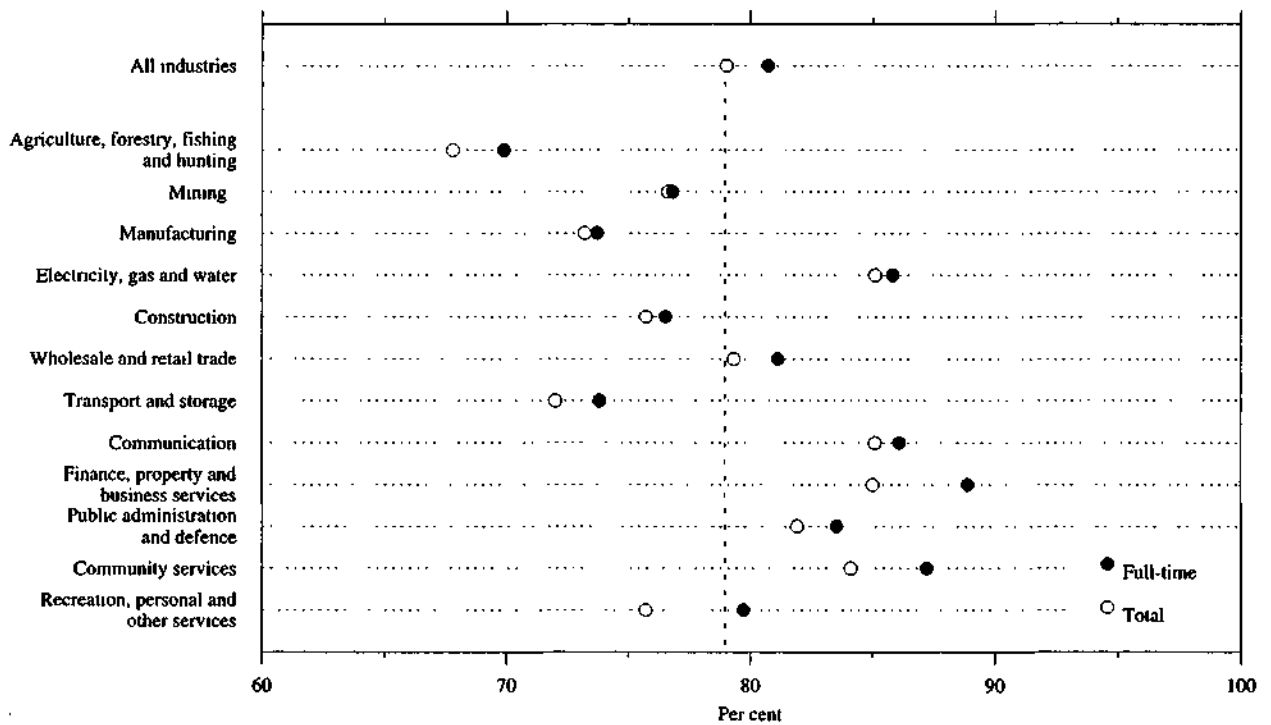
	Studied for educational qualification in 1988	Training courses undertaken					Some training undertaken	No training undertaken	Total	
		External training			In-house	On-the-job				
		Employer supported	Total							
— per cent —										(‘000)
<i>Hours usually worked —</i>										
Part-time	20.3	1.8	6.0	21.9	65.5	72.9	27.1	1,409.3		
1-15	27.0	*0.8	5.5	15.9	64.0	72.2	27.8	581.5		
16-29	15.5	2.1	5.7	26.0	64.9	71.8	28.2	599.9		
30-34	16.1	3.7	8.0	26.2	70.8	77.5	22.5	227.9		
Full-time	15.8	7.6	10.8	38.3	73.5	80.7	19.3	5,295.5		
35-39	15.2	5.7	8.3	36.9	72.3	79.7	20.3	1,913.7		
40	16.6	6.2	9.1	34.5	71.9	78.6	21.4	1,706.9		
41-44	17.5	8.2	12.7	43.8	77.5	85.4	14.6	321.1		
45-48	17.2	11.5	15.7	45.6	77.5	84.7	15.3	558.8		
49 and over	13.8	12.2	16.7	42.5	75.4	82.9	17.1	794.9		
<i>Whether permanent or casual employee —</i>										
Permanent	15.5	7.7	11.0	39.8	73.2	80.5	19.5	5,367.0		
Casual	21.9	1.2	5.2	15.2	66.3	73.2	26.8	1,337.7		
<i>Size of location (employees) —</i>										
Under 10	18.2	3.9	7.5	19.9	71.2	76.1	23.9	1,539.7		
10-19	16.6	4.1	7.4	26.4	72.4	77.3	22.7	800.0		
20-99	16.5	6.2	9.8	37.6	72.8	80.3	19.7	1,869.4		
100 and over	16.3	9.2	12.5	46.5	72.0	81.4	18.6	2,347.3		
Don't know	13.2	*2.4	5.7	18.6	59.3	66.3	33.7	148.3		
<i>Sector —</i>										
Public	16.7	8.4	12.6	52.4	74.4	83.7	16.3	1,928.8		
Private	16.8	5.6	8.7	27.8	70.8	77.2	22.8	4,776.0		
Total	16.8	6.4	9.8	34.9	71.8	79.0	21.0	6,704.7		

Source: *How Workers Get Their Training, 1989* (6278.0).

**CHART 9.4. PERSONS WHO HAD A WAGE OR SALARY JOB IN THE
LAST 12 MONTHS: PARTICIPATION IN TRAINING BY OCCUPATION,
AUSTRALIA, 1989**



**CHART 9.5. PERSONS WHO HAD A WAGE OR SALARY JOB IN THE
LAST 12 MONTHS: PARTICIPATION IN TRAINING BY INDUSTRY AND
FULL-TIME/TOTAL WORKERS, AUSTRALIA, 1989**



CHAPTER 10

INTERNATIONAL COMPARISONS

In many countries, including Australia, statistics on labour are based on standard concepts and definitions recommended by the International Labour Organisation (ILO). However, these definitions are applied by individual countries in different ways according to national circumstances with the result that the statistics are often not comparable.

For labour force statistics, this problem is further compounded by the variety of collection methodologies and counting rules used in different countries. Some countries, including Australia, conduct regular household and employer surveys while others obtain their statistics as a by-product of administrative systems. The ILO generally recommends the survey approach as it provides better coverage and a close adherence to the international recommendations.

International comparisons of labour force statistics are compiled by a number of organisations including the ILO, the Organisation for Economic Co-operation and Development (OECD), and the United States Bureau of Labour Statistics (BLS). These organisations make some adjustments to figures supplied by the various national statistical organisations in order to make the data more comparable and in greater conformity to ILO standards.

The following tables have been derived primarily from the data compiled by ILO and OECD and, where possible, data are presented for the period 1980 to 1990. The figures given for Australia may differ slightly from those given earlier in this publication because of the adjustments made to the Australian series to allow for international comparability and to conform fully with ILO standards. The countries shown are those for which comparable data are generally available.

Population

Relatively large increases in population over the period 1980 to 1990 were recorded in Australia (14.8%), Canada (10.2%) and the USA (9.4%). Small increases were recorded in the UK (1.7%), Sweden (1.6%) and Italy (1.1%) while there was a slight decrease in Federal Republic of Germany (0.4%).

TABLE 10.1. ESTIMATED MID-YEAR POPULATION FOR SELECTED COUNTRIES, 1980 TO 1990
(million)

Year	Australia	USA	Japan	Federal Republic of Germany	UK	France	Italy	Canada	Sweden	New Zealand
1980	14.70	227.76	116.80	61.57	56.31	53.88	56.42	24.07	8.31	3.14
1981	14.92	230.14	117.65	61.68	56.38	54.18	56.50	24.37	8.32	3.16
1982	15.18	232.52	118.45	61.64	56.34	54.48	56.64	24.60	8.33	3.18
1983	15.39	234.80	119.26	61.42	56.38	54.73	56.83	24.80	8.33	3.23
1984	15.58	237.01	120.02	61.18	56.49	54.95	56.98	25.00	8.34	3.26
1985	15.79	239.28	120.75	61.02	56.62	55.17	57.13	25.18	8.35	3.27
1986	16.02	241.63	121.49	61.07	56.76	55.39	57.22	25.37	8.37	3.28
1987	16.26	243.93	122.09	61.08	56.93	55.63	57.33	25.64	8.40	3.31
1988	16.54	246.33	122.61	61.45	57.07	55.88	57.44	25.94	8.44	3.33
1989	16.83	248.78	123.12	61.99	57.24	56.16	57.53	26.25	8.49	3.34
1990	16.87	249.22	123.46	61.32	57.24	56.14	57.06	26.52	8.44	3.39

Source: OECD Labour Force Statistics, 1968-1988; OECD Quarterly Labour Force Statistics, 1/1991, United Nations World Population Chart 1990.

Civilian Labour Force

Large increases in the labour force over the ten-year period 1980 to 1990 were evident in Australia (27.0%) and Canada (18.2%). In both countries, the percentage increase for females (41.1% and 31.9%) far exceeded that for males (17.8% and 9.0%). In the United Kingdom, Sweden and France, which experienced increases in the labour force of 7.8%, 6.0% and 4.9% respectively, males showed little change while females increased by 20.0%, 12.5% and 12.4% respectively. The USA (24.3%), Italy (19.0%) and Japan (18.7%) also showed increases in the number of females in the labour force.

From 1988 to 1990, Australia had the largest increase in the labour force (6.4%) followed by Japan (3.5%), Canada (3.1%) and the USA and Federal Republic of Germany (both 2.6%). Italy and New Zealand, both at 0.3 per cent, showed little change.

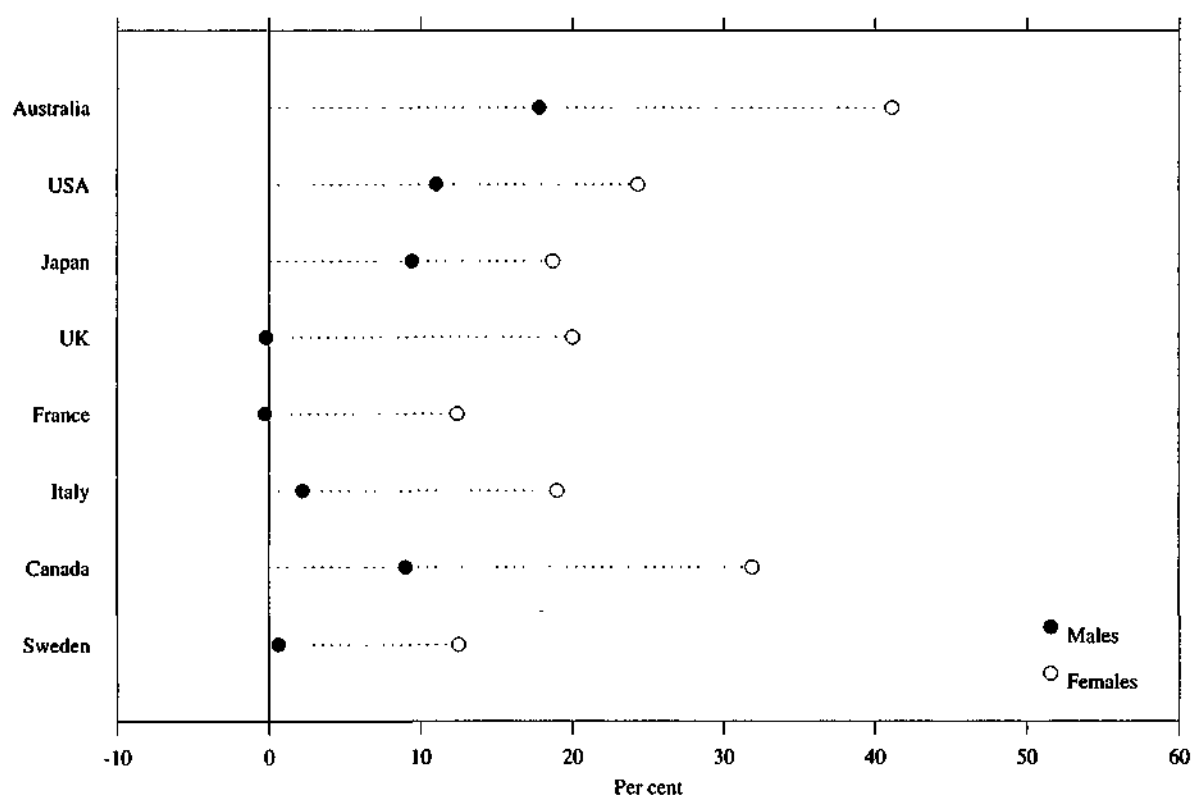
TABLE 10.2. CIVILIAN LABOUR FORCE : SELECTED COUNTRIES, 1980 TO 1990
(*000)

Year(a)	Australia	USA	Japan	Federal Républic of Germany	UK	France	Italy	Canada	Sweden	New Zealand
1980	6,644	106,940	56,500	26,686	26,517	22,800	21,997	11,573	4,318	1,293
1981	6,751	108,670	57,070	26,881	26,406	22,953	22,129	11,899	4,332	1,305
1982	6,895	110,204	57,740	27,010	26,354	23,163	22,220	11,926	4,357	1,329
1983	6,984	111,550	58,890	27,051	26,288	23,142	22,490	12,110	4,375	1,342
1984	7,109	113,544	59,270	27,105	26,939	23,304	22,722	12,316	4,391	1,358
1985	7,302	115,461	59,634	27,314	27,389	23,357	22,890	12,532	4,424	1,387
1986	7,559	117,834	60,200	27,495	27,469	23,445	23,225	12,746	4,386	1,608
1987	7,726	119,865	60,840	28,855	27,660	23,550	23,415	13,011	4,421	1,620
1988	7,932	121,669	61,660	29,082	27,945	23,596	23,683	13,275	4,471	1,591
1989	8,233	123,869	62,700	29,246	28,196	23,725	23,700	13,503	4,527	1,573
1990	8,441	124,787	63,830	29,832	28,589	23,917	23,744	13,681	4,577	1,596

(a) Annual averages.

Source: OECD Labour Force Statistics, 1968-1988; OECD Quarterly Labour Force Statistics, 1/1991; Key Statistics, New Zealand, August 1991.

**CHART 10.1. CIVILIAN LABOUR FORCE: PERCENTAGE CHANGE
BETWEEN 1980 AND 1990 BY SEX, SELECTED COUNTRIES**



Source: OECD Labour Force Statistics, 1968-1988; OECD Quarterly Labour Force Statistics, 1/1991.

TABLE 10.3. CIVILIAN LABOUR FORCE : PARTICIPATION RATES, SELECTED COUNTRIES, 1980 TO 1990
(per cent)

Year(a)	Australia	USA	Japan	UK	France	Italy(b)	Canada	Sweden	New Zealand
1980	60.8	60.6	63.3	59.6	54.5	49.7	62.5	64.6	56.5
1981	60.5	60.8	63.4	59.0	54.4	49.7	63.1	64.5	56.4
1982	59.8	60.9	63.4	58.6	54.5	49.1	62.4	64.5	56.6
1983	59.5	60.9	63.8	58.2	54.0	49.1	62.7	64.5	55.9
1984	59.7	61.3	63.4	59.2	54.0	49.1	63.1	63.6	55.7
1985	60.1	61.6	63.0	60.1	53.7	49.1	63.5	63.9	56.2
1986	61.0	62.1	62.8	60.2	53.5	49.4	63.9	63.9	64.7
1987	61.2	62.6	62.6	59.9	53.3	49.4	64.9	64.1	64.2
1988	61.4	63.0	62.6	60.2	53.0	49.4	64.9	64.5	62.4
1989	62.5	63.6	62.9	60.8	53.0	49.3	65.1	64.9	61.2
1990—									
Males	74.4	75.5	77.4	74.4	61.8	63.4	73.7	70.6	71.0
Females	51.9	56.7	50.1	53.0	45.8	35.7	56.8	61.9	52.1
Persons	63.1	65.7	63.4	63.3	53.5	49.0	65.1	65.2	61.3

(a) Annual averages. (b) For population aged 14 and over.

Source: OECD Labour Force Statistics, 1968-1988, 1969-1989, 1970-1990 unpublished data.

Civilian Employment

The percentage of employed persons in Agriculture in 1990 was 9.0 per cent in Italy (down from 14.3% in 1980), 5.6 per cent in Australia (down from 6.5% in 1980) and 2.1 per cent in the UK (down from 2.6% in 1980).

In the Industry sector, high percentages were recorded in 1990 for the Federal Republic of Germany (39.7%) and Japan (34.1%). For Italy, the UK and Australia, the percentages were 32.4, 28.8 and 25.4.

Canada (71.2%) and the USA (70.9%) recorded high percentages of employment in the Services sector in 1990. Australia recorded 69.0 per cent, Japan 58.7 per cent, Italy 58.6 per cent, and the Federal Republic of Germany 56.9 per cent.

Sweden had a high proportion of its employed persons in the Professional, technical and related workers occupation group in 1989 (31.8%). This was considerably higher than the proportion in Canada (16.8%) and the USA (16.4%). The proportions for Japan and Australia were 10.9 per cent and 10.6 per cent respectively.

Japan had the lowest proportion of Administrative and managerial workers (3.8%), significantly lower than the USA (12.7%), Canada and Australia (both 12.4%). New Zealand recorded a low 5.5 per cent. By contrast, Japan had a slightly higher proportion of Clerical and related workers (18.0%) than the 15 to 17 per cent in the USA, Canada, Sweden and New Zealand. The proportion for Australia was low at 5.9 per cent.

The USA had only 2.9 per cent of its employed persons in the Agriculture, animal husbandry and forestry workers, fishermen and hunters group compared to 14.6 per cent in Australia. Japan had a high proportion (35.6%) of Production and related workers, transport equipment operators and labourers compared to Australia (23.4%).

TABLE 10.4. CIVILIAN EMPLOYMENT/POPULATION RATIOS : SELECTED COUNTRIES, 1980 TO 1990
(per cent)

Year(a)	Australia	USA	Japan	UK	France	Italy(b)	Canada	Sweden	New Zealand
1980	57.6	56.3	62.0	56.2	51.0	45.9	57.8	63.3	55.2
1981	57.6	56.1	62.0	53.6	50.3	45.7	58.4	62.9	54.4
1982	56.4	55.0	61.9	52.4	49.9	44.9	55.7	62.5	54.6
1983	54.4	55.1	62.1	51.5	49.4	44.4	55.6	62.3	52.8
1984	55.1	56.7	61.7	52.6	48.6	44.1	55.3	61.6	52.5
1985	55.8	57.2	61.4	53.1	48.1	44.0	57.3	62.1	53.9
1986	56.9	57.8	61.0	53.2	47.8	43.8	58.3	62.2	62.2
1987	56.3	58.7	60.8	53.6	47.6	43.4	58.7	62.9	61.6
1988	57.2	59.5	61.1	55.2	47.6	43.4	59.9	63.5	58.9
1989	58.9	60.2	61.5	57.0	47.9	43.3	60.2	64.0	56.8
1990—									
Males	69.3	71.4	75.8	68.9	57.4	58.7	67.7	68.2	65.2
Females	48.2	53.6	49.0	51.2	40.2	29.6	52.2	60.4	48.3
Persons	58.6	62.2	62.1	59.7	48.5	43.6	59.8	64.2	56.6

(a) Annual averages. (b) For population aged 14 and over.

Source: OECD Labour Force Statistics, 1968-1988, 1969-1989, 1970-1990 unpublished data.

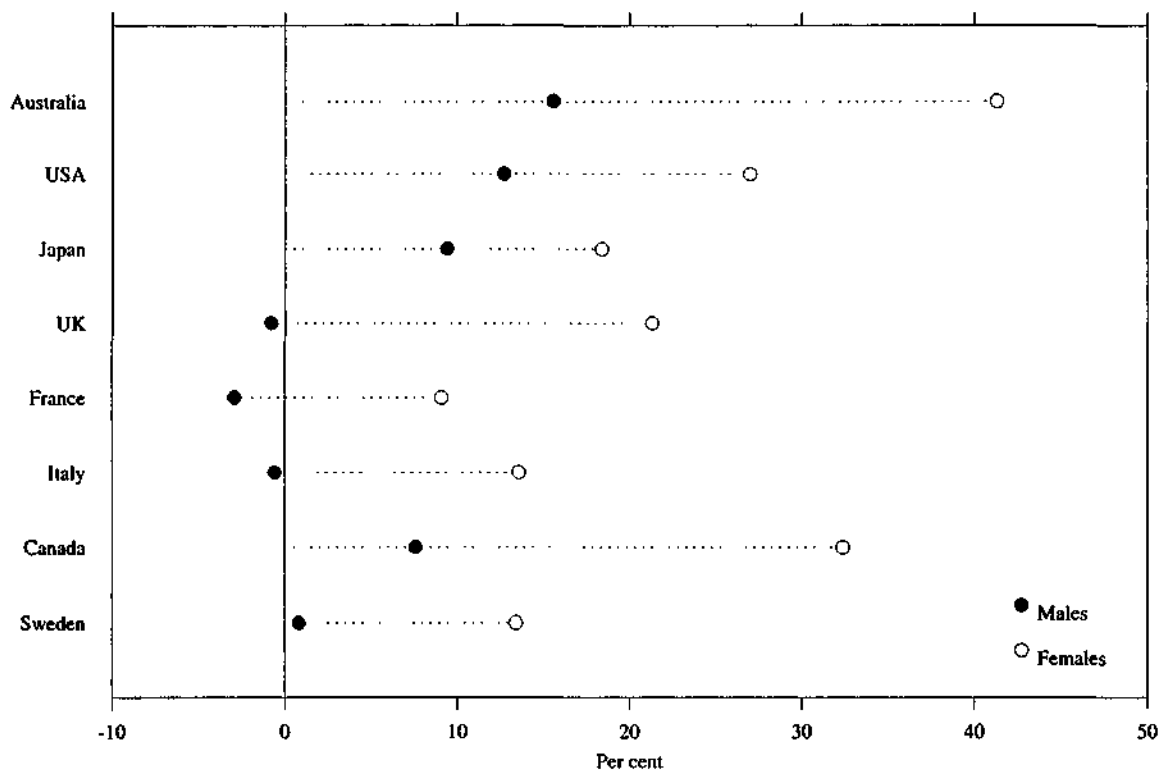
TABLE 10.5. CIVILIAN EMPLOYMENT : SELECTED COUNTRIES, 1980 TO 1990
(^{'000})

Year(a)	Australia	USA	Japan	Federal Republic of Germany	UK	France	Italy	Canada	Sweden	New Zealand
1980	6,281	99,303	55,360	25,797	25,004	21,333	20,313	10,708	4,232	1,264
1981	6,394	100,397	55,810	25,610	24,011	21,203	20,361	11,001	4,224	1,258
1982	6,379	99,526	56,380	25,177	23,584	21,240	20,297	10,618	4,220	1,282
1983	6,241	100,834	57,330	24,793	23,304	21,168	20,350	10,675	4,224	1,266
1984	6,466	105,005	57,660	24,839	23,909	20,981	20,418	10,932	4,255	1,281
1985	6,676	107,150	58,070	25,010	24,210	20,915	20,508	11,221	4,299	1,329
1986	6,919	109,597	58,530	25,267	24,240	20,955	20,614	11,531	4,269	1,544
1987	7,092	112,440	59,110	26,626	24,755	21,018	20,584	11,861	4,337	1,554
1988	7,366	114,968	60,110	26,840	25,604	21,186	20,815	12,245	4,399	1,502
1989	7,725	117,342	61,280	27,208	26,453	21,444	20,833	12,486	4,466	1,461
1990	7,850	117,914	62,490	27,949	27,034	21,721	21,123	12,572	4,508	1,472

(a) Annual averages.

Source: OECD Labour Force Statistics, 1968-1988; OECD Quarterly Labour Force Statistics, 1/1991.

**CHART 10.2. CIVILIAN EMPLOYMENT: PERCENTAGE CHANGE
BETWEEN 1980 AND 1990 BY SEX, SELECTED COUNTRIES**



Source: OECD Labour Force Statistics, 1968-1988, OECD Labour Force Statistics, 1/1991.

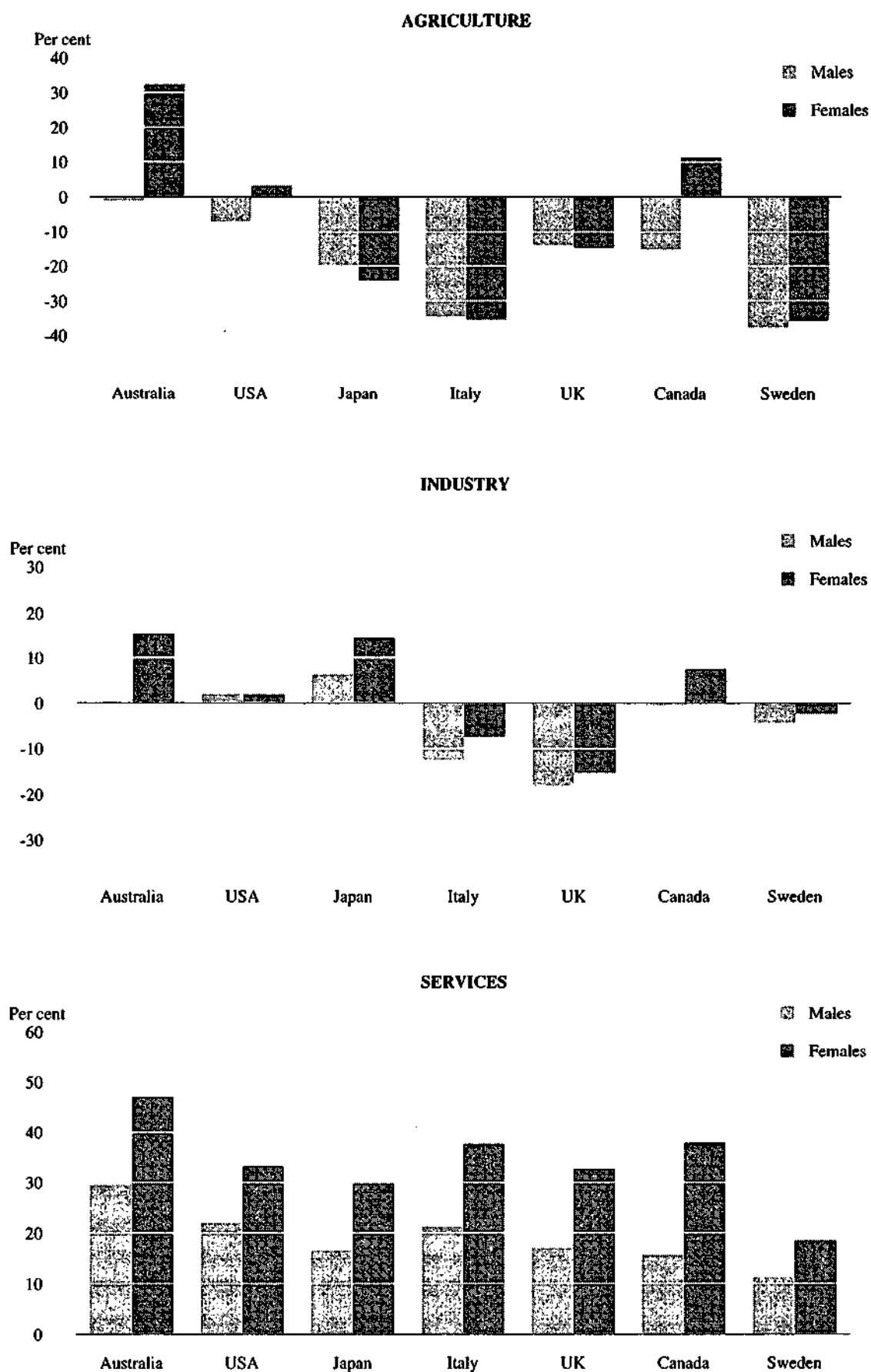
**TABLE 10.6. DISTRIBUTION OF CIVILIAN EMPLOYMENT BY ECONOMIC SECTOR : SELECTED COUNTRIES,
1980 TO 1990
(per cent)**

<i>Year</i>	<i>Australia</i>	<i>USA</i>	<i>Japan</i>	<i>Federal Republic of Germany</i>	<i>UK</i>	<i>France</i>	<i>Italy</i>	<i>Canada</i>	<i>Sweden</i>	<i>New Zealand</i>
AGRICULTURE(a)										
1980	6.5	3.6	10.4	5.6	2.6	8.7	14.3	5.4	5.6	10.9
1981	6.5	3.5	10.0	5.5	2.7	8.4	13.4	5.4	5.6	11.2
1982	6.4	3.6	9.7	5.5	2.7	8.2	12.4	5.3	5.6	11.4
1983	6.6	3.5	9.3	5.6	2.7	7.9	12.4	5.5	5.4	11.2
1984	6.2	3.3	8.9	5.5	2.6	7.8	11.9	5.4	5.1	11.2
1985	6.2	3.1	8.8	5.4	2.5	7.6	11.2	5.1	4.8	11.1
1986	6.0	3.1	8.5	5.3	2.5	7.3	10.9	4.9	4.2	10.6
1987	5.7	3.0	8.3	4.2	2.4	7.1	10.5	4.8	3.9	10.4
1988	5.9	2.9	7.9	4.0	2.3	6.7	9.9	4.5	3.8	10.4
1989	5.5	2.9	7.6	3.7	2.1	6.4	9.3	4.3	3.6	n.a.
1990	5.6	2.8	7.2	3.4	2.1	6.1	9.0	4.2	3.3	n.a.
INDUSTRY(b)										
1980	30.9	30.5	35.3	44.1	37.6	35.9	37.9	28.5	32.2	33.8
1981	30.3	30.1	35.3	43.4	35.8	35.2	37.6	28.2	31.3	32.3
1982	29.5	28.4	34.9	42.6	34.6	34.6	37.1	26.4	30.3	32.7
1983	28.0	28.0	34.8	41.8	33.3	33.8	36.1	25.5	29.9	32.2
1984	27.9	28.5	34.8	41.3	32.2	32.9	34.5	25.7	29.8	32.1
1985	27.3	28.0	34.9	41.0	31.6	32.0	33.6	25.3	29.8	32.4
1986	26.9	27.7	34.5	40.9	30.7	31.4	33.1	25.1	30.1	28.8
1987	26.2	27.1	33.8	40.3	30.1	30.8	32.6	25.1	29.7	27.3
1988	26.4	26.9	34.1	39.9	29.7	30.3	32.4	25.6	29.5	26.0
1989	26.5	26.7	34.3	39.8	29.4	30.1	32.4	25.7	29.4	n.a.
1990	25.4	26.2	34.1	39.7	28.8	30.0	32.4	24.6	29.1	n.a.
SERVICES(c)										
1980	62.6	65.9	54.2	50.3	59.7	55.4	47.8	66.0	62.2	55.3
1981	63.2	66.4	54.7	51.1	61.6	56.4	49.0	66.3	63.1	56.5
1982	64.1	68.0	55.4	51.9	62.8	57.3	50.5	68.3	64.1	55.9
1983	65.3	68.5	56.0	52.6	64.0	58.3	51.5	69.0	64.7	56.6
1984	65.9	68.2	56.3	53.1	65.2	59.3	53.6	69.0	65.1	56.7
1985	66.4	68.8	56.4	53.5	65.9	60.4	55.2	69.6	65.3	56.5
1986	67.1	69.3	57.1	53.8	66.9	61.3	56.0	69.9	65.6	60.6
1987	68.1	69.9	57.9	55.5	67.5	62.2	56.8	70.1	66.3	62.4
1988	67.8	70.2	58.0	56.1	68.0	63.0	57.7	69.9	66.6	63.6
1989	68.0	70.5	58.2	56.5	68.4	63.5	58.2	70.0	66.9	n.a.
1990	69.0	70.9	58.7	56.9	69.1	63.9	58.6	71.2	67.4	n.a.

(a) Agriculture, forestry, fishing and hunting (b) Mining and quarrying; Manufacturing, Electricity, gas and water; Construction (c) Transportation; Communication, Public utilities; Trade; Finance, Public administration; Private household services; and Miscellaneous services.

Source: OECD Labour Force Statistics, 1968-1988, OECD Quarterly Labour Force Statistics, 1/1991.

CHART 10.3. CIVILIAN EMPLOYMENT: PERCENTAGE CHANGE BETWEEN 1980 AND 1990, SEX AND ECONOMIC SECTOR BY SELECTED COUNTRIES



Source: OECD Labour Force Statistics, 1968-1988; OECD Quarterly Labour Force Statistics, 1/1991.

TABLE 10.7. EMPLOYED PERSONS BY OCCUPATION, SELECTED COUNTRIES, 1989
(per cent)

	Australia	USA	Japan	Canada	Sweden	New Zealand
Professional, technical and related workers	10.6	16.4	10.9	16.8	31.8	17.8
Administrative and managerial workers	12.4	12.7	3.8	12.4	..	5.5
Clerical and related workers	5.9	15.7	18.0	16.7	16.3	16.7
Sales workers	16.0	12.0	15.3	9.4	9.2	11.9
Service workers	17.1	13.3	8.5	13.3	9.5	10.4
Agriculture, animal husbandry and forestry workers, fishermen and hunters	14.6	2.9	7.5	4.2	3.6	10.4
Production and related workers, transport equipment operators and labourers	23.4	27.1	35.6	27.2	29.4	27.0
Workers not classifiable by occupation	..	..	0.5	..	..	0.2
Total	100.0	100.0	100.0	100.0	100.0	100.0

Source: ILO Year Book of Labour Statistics, 1989-90.

Hours of Work

Average hours of work per week in manufacturing in 1989 varied from 37.7 in Australia to 42.2 in the United Kingdom. Canada recorded 38.6 hours while for Japan, the USA and the Federal Republic of Germany the figures were 41.4, 41.0 and 39.9 respectively. Over the last 4 years, the average has gone up in Australia, the USA, Japan and the United Kingdom. In the Federal Republic of Germany it has decreased slightly.

TABLE 10.8. AVERAGE HOURS OF WORK PER WEEK IN NON-AGRICULTURAL ACTIVITIES: SELECTED COUNTRIES
1979 TO 1989

Year	Australia (a)	USA (b)	Japan (a)	Federal Republic of Germany (b)	UK (c)	France (d)	Canada (b)(e)	Sweden (a)	New Zealand (a)(b)
MANUFACTURING									
1979	38.0	40.2	41.1	41.8	n.a.	40.8	38.8	37.6	39.7
1980	37.4	39.7	41.2	41.6	n.a.	40.7	38.5	37.6	39.6
1981	37.4	39.8	41.0	41.1	n.a.	40.3	38.5	37.4	39.6
1982	36.1	38.9	40.9	40.7	41.0	39.3	37.7	37.6	39.6
1983	35.5	40.1	41.1	40.5	41.5	38.9	38.4	37.7	39.5
1984	36.2	40.7	41.7	41.0	41.7	38.7	38.5	38.1	40.4
1985	36.9	40.5	41.5	40.7	41.8	38.6	38.8	38.3	40.7
1986	37.0	40.7	41.1	40.4	41.6	38.7	38.8	38.3	39.6
1987	37.3	41.0	41.3	40.1	42.2	38.7	38.8	38.4	40.2
1988	37.9	41.1	41.8	40.0	42.4	38.8	38.8	38.5	39.9
1989	37.7	41.0	41.4	39.9	42.2	38.8	38.6	38.5	40.5
TOTAL NON-AGRICULTURAL ACTIVITIES									
1979	35.5	35.7	40.7	41.9	n.a.	41.2	n.a.	35.7	39.0
1980	34.5	35.3	40.6	41.6	n.a.	41.1	n.a.	35.6	38.9
1981	34.7	35.2	40.4	41.2	n.a.	40.8	n.a.	35.4	38.6
1982	33.8	34.8	40.3	40.7	42.1	39.6	n.a.	35.6	38.8
1983	33.5	35.0	40.4	40.5	42.4	39.3	32.4	35.7	38.9
1984	33.8	35.2	40.7	40.9	42.5	39.1	32.5	36.0	39.4
1985	34.4	34.9	40.6	40.7	42.8	39.0	32.5	36.3	39.6
1986	34.1	34.8	40.4	40.5	42.7	39.0	32.3	36.5	38.9
1987	34.5	34.8	40.6	40.2	43.1	39.1	32.0	37.1	38.8
1988	34.9	34.7	40.6	40.2	43.5	39.1	32.1	37.2	38.6
1989	34.6	34.6	40.2	40.1	43.4	39.1	31.8	37.5	38.8

(a) Employees (b) Hours paid for. (c) Full-time workers on adult rates of pay. (d) Wage earners (e) Employees paid by the hour.

Source: ILO Yearbook of Labour Statistics, 1988, and 1989-90, ILO Bulletin of Labour Statistics, 1991-1.

Unemployment

The standardised unemployment rate for Australia in 1990 was 6.9 per cent. Rates for other countries ranged from 1.5 per cent for Sweden to 9.9 per cent for Italy. Between 1980 and 1990 the unemployment rate decreased for the USA and Sweden. France recorded the largest increase over this period (6.3% to 9.0%). Increases also occurred in Australia, Italy, the Federal Republic of Germany, Japan, the UK and Canada.

While the unemployment rates for the USA and Sweden changed little over the three years to 1990, downward trends were experienced in Japan, the Federal Republic of Germany, the United Kingdom, France and Italy. In Australia and Canada, the rates declined in 1989 and rose again in 1990.

Unemployment rates in 1989 for persons aged under 25 years ranged from 3.0 per cent in Sweden and 4.5 per cent in Japan to 33.6 per cent in Italy and 19.1 per cent in France.

TABLE 10.9. UNEMPLOYED PERSONS : STANDARDISED UNEMPLOYMENT RATES(a), SELECTED COUNTRIES, 1980 TO 1990
(per cent)

Year(b)	Australia	USA	Japan	Federal Republic of Germany	UK	France	Italy	Canada	Sweden
1980	6.0	7.0	2.0	2.9	6.4	6.3	7.5	7.4	2.0
1981	5.7	7.5	2.2	4.2	9.8	7.4	7.8	7.5	2.5
1982	7.1	9.5	2.4	5.9	11.3	8.1	8.4	10.9	3.2
1983	9.9	9.5	2.6	7.7	12.4	8.3	8.8	11.8	3.5
1984	8.9	7.4	2.7	7.1	11.7	9.7	9.4	11.2	3.1
1985	8.2	7.1	2.6	7.2	11.2	10.2	9.6	10.4	2.8
1986	8.0	6.9	2.8	6.4	11.2	10.4	10.5	9.5	2.7
1987	8.0	6.1	2.8	6.2	10.3	10.5	10.9	8.8	1.9
1988	7.2	5.4	2.5	6.2	8.5	10.0	11.0	7.7	1.6
1989	6.1	5.2	2.3	5.6	7.1	9.4	10.9	7.5	1.4
1990	6.9	5.4	2.1	5.1	6.9	9.0	9.9	8.1	1.5

(a) National rates will differ where coverage of unemployment differs from that of the ILO, or when a denominator other than the total labour force is used. See the Technical Note. (b) Annual averages.

Source: OECD Quarterly Labour Force Statistics, 1/1991.

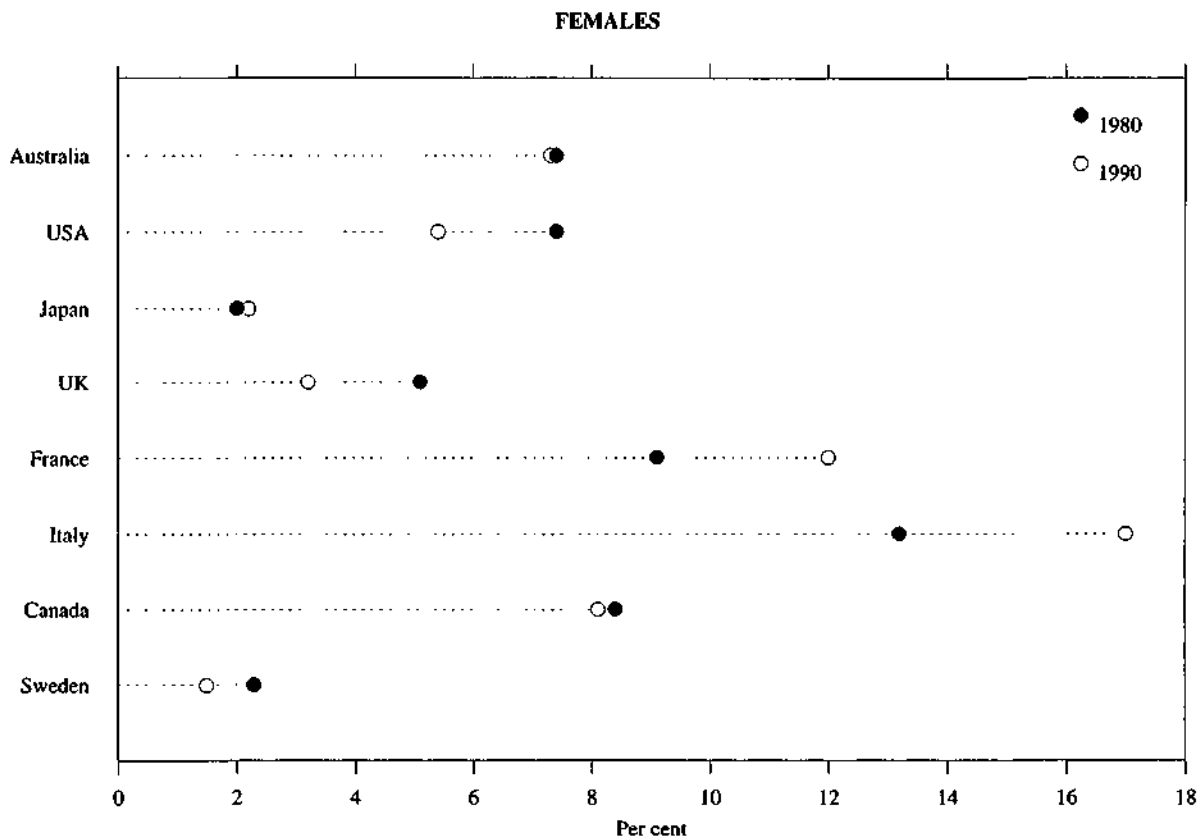
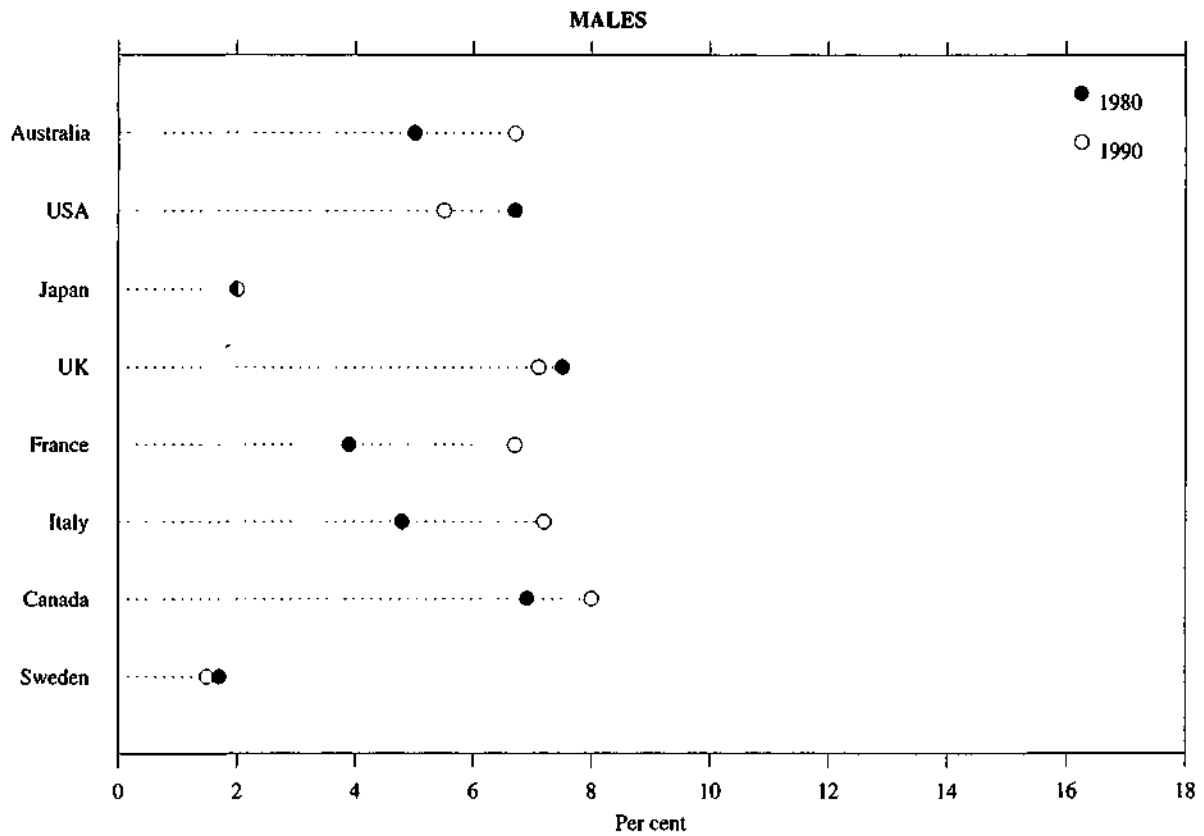
TABLE 10.10. UNEMPLOYMENT RATES(a) : AGE, SELECTED COUNTRIES, 1979 TO 1989
(per cent)

Year(b)	Australia	USA	Japan	Federal Republic of Germany	UK	France	Italy	Canada	Sweden
PERSONS AGED UNDER 25 YEARS									
1979	12.2	11.3	3.4	3.4	10.3	13.3	25.6	12.9	5.0
1980	12.2	13.3	3.6	3.9	13.5	15.0	25.2	13.2	5.0
1981	10.8	14.3	4.0	6.5	17.9	17.0	25.8	13.3	6.3
1982	12.9	17.0	3.9	9.5	23.1	19.0	28.0	18.8	7.6
1983	17.9	16.4	4.5	10.7	23.4	19.7	30.5	19.8	8.0
1984	16.1	13.3	4.9	9.9	22.1	24.4	32.9	17.8	6.0
1985	14.3	13.0	4.8	9.5	21.8	25.6	33.9	16.3	5.8
1986	14.5	12.7	5.2	8.6	20.8	23.4	34.5	15.1	5.6
1987	14.6	11.7	5.2	8.1	17.4	23.0	35.5	13.7	4.2
1988	12.9	10.6	4.9	n.a.	12.0	21.7	34.5	12.0	3.3
1989	10.4	10.5	4.5	n.a.	8.6	19.1	33.6	11.3	3.0
PERSONS AGED 25 YEARS AND OVER									
1979	3.5	3.9	1.9	2.6	3.6	4.1	3.7	5.4	1.5
1980	3.6	5.0	1.8	2.8	4.5	4.2	3.5	5.4	1.4
1981	3.7	5.4	2.0	4.1	7.5	4.9	3.7	5.6	1.8
1982	4.5	7.3	2.1	5.8	8.5	5.5	4.0	8.4	2.3
1983	7.1	7.4	2.4	6.9	8.9	5.8	4.5	9.4	2.6
1984	6.0	5.7	2.4	7.2	9.1	6.7	4.9	9.3	2.6
1985	5.8	5.5	2.3	7.2	9.5	7.4	5.1	8.7	2.3
1986	5.8	5.4	2.4	6.9	9.9	7.8	5.9	8.0	2.1
1987	5.7	4.7	2.5	6.9	9.0	8.5	6.7	7.5	1.4
1988	5.0	4.2	2.2	n.a.	7.2	8.3	7.0	6.7	1.3
1989	4.3	4.0	1.9	n.a.	5.7	8.1	7.4	6.6	1.0

(a) Annual averages.

Source: OECD Labour Force Statistics, 1968-1988; OECD Quarterly Labour Force Statistics 1/1991.

**CHART 10.4. UNEMPLOYED PERSONS: UNEMPLOYMENT RATES
BY SEX, SELECTED COUNTRIES**



Source: OECD Labour Force Statistics, 1968-1988; OECD Quarterly Labour Force Statistics, 1/1991.

Movement in Wages and Consumer Price Index

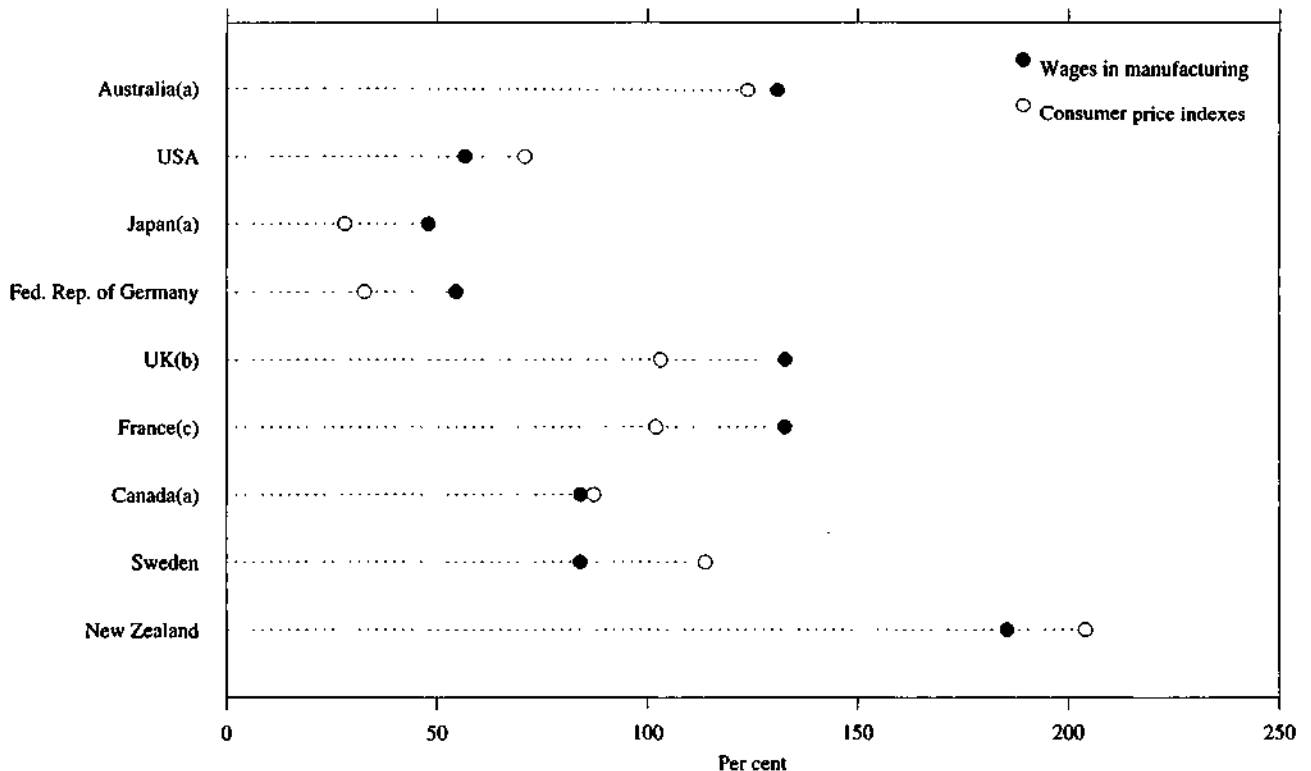
Wages in manufacturing industries increased by 131.0 per cent in Australia during the period 1979 to 1989. Corresponding increases in Japan and the Federal Republic of Germany were 47.8 per cent and 54.5 per cent respectively. Larger increases were reported in France (132.6%), the United Kingdom (132.8%) and New Zealand (185.5%).

Sweden recorded the largest increase in wages in manufacturing over the three years to 1989 (26.6%). New Zealand also recorded a large increase (25.4%) as did Australia (25.0%) and the United Kingdom (24.1%). Smaller increases were recorded by Canada and the Federal Republic of Germany (both 13.7%), France (10.3%) and Japan (10.2%).

The lowest increases in the consumer price index between 1979 and 1989 were recorded by Japan (28.0%) and the Federal Republic of Germany (32.7%). The USA recorded an increase of 70.8 per cent while much larger increases were recorded in the United Kingdom (103.2%), Sweden (113.8%), Australia (123.9%) and New Zealand (204.0%).

Over the three years 1986 to 1989 the lowest increase in the consumer price index was recorded by Japan (3.1%) followed by the Federal Republic of Germany (4.3%). The largest increases were recorded by New Zealand (30.1%) and Australia (25.2%).

CHART 10.5. PERCENTAGE CHANGE IN WAGES IN MANUFACTURING AND CONSUMER PRICE INDEXES, SELECTED COUNTRIES, 1979 TO 1989



(a) Employee wages (b) Wages for full-time workers on adult rates of pay. (c) Adult wages.

Source ILO Yearbook of Labour Statistics, 1988, and 1989-90; ILO Bulletin of Labour Statistics 1991-1, Distribution and Composition of Employees Earnings and Hours, Australia (6306.0).

Industrial Disputes

The number of working days lost per thousand employees has been low in recent years in Japan and Germany. High levels have been recorded in New Zealand, Italy, the United Kingdom, Sweden and Australia, while Canada has consistently maintained a relatively low level for the past 11 years.

TABLE 10.11. INDUSTRIAL DISPUTES : NUMBER OF DISPUTES, WORKERS INVOLVED, WORKING DAYS LOST, AND WORKING DAYS LOST PER THOUSAND EMPLOYEES, SELECTED COUNTRIES, 1979 TO 1989

Year	Australia (a)	USA (b)	Japan (c)	Federal Republic of Germany (d)	UK (d)	France (e)(f)	France (g)	Italy	Canada (a)	Sweden	New Zealand (h)
NUMBER OF DISPUTES											
1979	2,042	235	1,153	n.a.	2,080	3,121	n.a.	2,000	1,050	207	523
1980	2,429	187	1,133	n.a.	1,330	2,118	n.a.	2,238	1,028	212	360
1981	2,915	145	955	n.a.	1,338	2,405	n.a.	2,204	1,048	68	291
1982	2,060	96	944	n.a.	1,528	3,113	n.a.	1,747	677	46	333
1983	1,787	81	893	n.a.	1,352	2,837	n.a.	1,565	645	92	333
1984	1,965	62	596	n.a.	1,206	2,537	3,014	1,816	717	206	364
1985	1,895	54	627	n.a.	903	1,901	7,278	1,341	829	160	383
1986	1,754	69	620	n.a.	1,074	1,391	2,681	1,469	735	75	215
1987	1,517	46	474	n.a.	1,016	1,391	2,857	1,149	658	72	193
1988	1,508	40	498	n.a.	781	2,260	n.a.	1,769	(i)53	144	163
1989	1,402	51	n.a.	n.a.	701	2,040	n.a.	1,297	62	139	n.a.
WORKERS INVOLVED ('000)											
1979	1,862.9	1,020.9	449.5	77.3	4,607.8	967.2	n.a.	16,237.0	462.5	32.3	158.2
1980	1,172.8	795.3	562.9	45.2	833.7	500.8	n.a.	13,825.0	441.0	746.7	127.7
1981	1,247.2	728.9	247.1	253.3	1,512.5	329.0	n.a.	8,226.6	338.6	99.2	135.0
1982	706.1	655.8	215.7	40.0	2,102.9	397.7	467.9	10,483.0	444.3	5.1	156.0
1983	470.2	909.4	224.1	94.1	573.8	(j)453.6	617.2	6,844.2	329.3	14.4	140.7
1984	560.3	376.0	155.1	537.3	1,464.3	(j)505.2	55.5	7,356.5	186.8	23.7	160.3
1985	570.5	323.9	123.4	78.2	791.3	(j)273.6	549.1	4,842.8	162.2	124.5	182.2
1986	691.7	533.2	118.0	115.5	720.2	(j)261.6	456.0	3,606.7	483.6	66.3	100.6
1987	608.8	174.3	101.0	155.0	887.4	(j)223.2	358.5	4,272.7	582.7	10.5	80.1
1988	894.4	118.3	74.9	33.5	790	(j)326.4	403.2	2,712.1	(i)160.6	95.2	102.5
1989	709.8	452.1	n.a.	43.9	727	(j)243.6	298.5	4,451.8	398.0	34.1	n.a.
WORKING DAYS LOST ('000)											
1979	3,964.4	20,409.0	930.3	483.1	29,474.0	3,172.3	3,656.6	27,530.0	7,834.2	28.7	381.9
1980	3,320.2	20,844.0	1,001.2	128.4	11,964.0	1,522.9	1,685.9	16,457.0	8,975.4	4,478.5	373.5
1981	4,189.3	16,908.0	553.7	58.4	4,266.0	1,441.6	1,495.6	10,527.0	8,878.5	209.1	388.1
1982	1,980.4	9,061.2	538.1	15.1	5,313.0	2,250.2	2,327.2	18,563.0	5,795.4	1.8	330.0
1983	1,641.4	17,461.0	506.9	40.8	3,754.0	1,321.0	1,483.6	(k)14,003.0	4,444.0	36.9	371.8
1984	1,307.4	8,498.8	354.1	5,617.6	27,135.0	1,316.8	1,357.0	(k)8,703.3	3,871.8	31.3	424.9
1985	1,256.2	7,079.1	264.1	34.4	6,402.0	726.7	884.9	(k)3,830.8	3,125.5	504.2	756.4
1986	1,390.7	11,861.0	253.4	28.0	1,920.0	567.6	1,041.4	(k)5,643.7	7,106.4	682.7	1,329.1
1987	1,311.9	4,468.8	256.1	33.3	3,546.0	511.5	969.0	(k)4,605.7	3,984.5	14.7	366.3
1988	1,641.4	4,381.4	173.8	41.9	3,702.0	1,094.0	1,241.6	(k)3,315.1	(i)3,404.6	797.4	377.2
1989	1,202.4	16,530.0	n.a.	100.4	4,128.0	800.0	904.2	(k)4,436.1	2,040.1	409.7	n.a.
WORKING DAYS LOST PER THOUSAND EMPLOYEES											
1979	787	228	24	22	1,272	..	207	1,920	840	7	373
1980	649	232	25	5	520	..	95	1,135	930	1,150	362
1981	797	186	14	2	19	..	85	726	894	54	n.a.
1982	348	101	13	1	248	..	131	1,283	607	—	n.a.
1983	249	192	12	2	178	..	84	975	465	9	n.a.
1984	248	89	8	246	1,278	..	77	611	396	8	n.a.
1985	228	73	6	1	299	..	50	266	320	126	n.a.
1986	242	119	6	1	90	..	59	390	684	171	1,057
1987	223	44	6	1	164	..	55	319	373	4	290
1988	269	42	4	2	166	..	69	226	308	199	311
1989	190	155	n.a.	4	181	..	50	300	180	101	n.a.

(a) Excludes disputes in which time lost is less than 10 staff days. (b) Excludes disputes lasting less than a full day or shift, and disputes involving less than 1,000 workers. (c) Excludes disputes lasting less than half a day. (d) Includes disputes lasting less than one day only if more than 100 working days lost. (e) Excludes Agriculture and Public administration. (f) Localised disputes. (g) Comprises localised and generalised disputes. (h) Excludes public sector conflicts. (i) New series. Stoppages involving 500 employees or more. Excludes workers indirectly affected. (j) Monthly average converted to an annual average. (k) Working hours lost converted to working days lost.

Source: ILO Year Book of Labour Statistics, 1988, 1989-90; Industrial Disputes, Australia, February 1991 (6321.0), UK Department of Employment Gazette, December 1990.

DATA SOURCES

Following are the data sources for the tables and charts in each chapter of this publication. Also set out are the catalogue numbers for ABS data sources and page references for the related technical notes.

Title	ABS Catalogue No.	Technical notes Page No.
<i>Chapter 1—Socio-Demographic Characteristics of the Population</i>		
Australian Demographic Statistics	3101.0	148
Overseas Arrivals and Departures	3404.0	148
Projections of the Population of Australia, 1989 to 2031	3222.0	149
Labour Force Status and Other Characteristics of Migrants	6250.0	149
Labour Force Status and Other Characteristics of Families	6224.0	149
Labour Force Status and Educational Attainment	6235.0	149
Transition from Education to Work	6227.0	149
<i>Chapter 2—The Labour Force</i>		
The Labour Force	6203.0	149
Labour Force Experience	6206.0	150
Transition from Education to Work	6227.0	150
Labour Force Status and Educational Attainment	6235.0	150
Labour Force Status and Other Characteristics of Families	6224.0	151
Persons Who Had Re-entered the Labour Force	6264.0	151
Persons Who Have Left the Labour Force	6267.0	151
Retirement and Retirement Intentions	6238.0	151
Labour Force Status and Other Characteristics of Migrants	6250.0	151
<i>Chapter 3—Employment and Underemployment</i>		
The Labour Force	6203.0	149
Labour Force Status and Educational Attainment	6235.0	149
Labour Force Experience	6206.0	150
Labour Mobility	6209.0	151
Multiple Jobholding	6216.0	151
Employed Wage and Salary Earners	6248.0	151
Transition from Education to Work	6227.0	150
Career Paths of Qualified Nurses	6277.0	152
Career Paths of Persons with Trade Qualifications	6243.0	153
Employment, Underemployment and Unemployment	6246.0	153
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<i>Chapter 4—Unemployment</i>		
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Job Search Experience of Unemployed Persons	6222.0	154
Successful and Unsuccessful Job Search Experience	6245.0	154
Labour Force Experience	6206.0	150
Labour Force Status and Educational Attainment	6235.0	149
Labour Force Status and Other Characteristics of Families	6224.0	149
Job Vacancies (to May 1989)	6231.0	154
Job Vacancies and Overtime (from August 1989)	6354.0	154
<i>Chapter 5—Persons Not in the Labour Force</i>		
Persons Not in the Labour Force	6220.0	154
The Labour Force	6203.0	149
Transition from Education to Work	6227.0	149

DATA SOURCES—continued

Title	ABS Catalogue No.	Technical notes Page No.
<i>Chapter 6—Award Rates, Earnings, Labour Costs and Employment Benefits</i>		
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Average Weekly Earnings	6302.0	154
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Distribution and Composition of Employee Earnings and Hours	6306.0	155
Weekly Earnings of Employees (Distribution)	6310.0	155
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<i>Chapter 8—Industrial Relations</i>		
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<i>Chapter 10—International Comparisons</i>		
The Labour Force, Australia	6203.0	149
OECD Labour Force Statistics, 1968-1988, and 1969-1989
OECD Quarterly Labour Force Statistics, No. 1/1991
Key Statistics, New Zealand, August 1991
ILO Yearbook of Labour Statistics, 1988, and 1989-90
ILO Bulletin of Labour Statistics, 1991-1
Distribution and Composition of Employee Earnings and Hours	6306.0	155
Industrial Disputes	6321.0	156
UK Department of Employment Gazette
United Nations World Population Chart 1990

SUPPLEMENTARY AND SPECIAL SURVEYS RELATING TO THE LABOUR FORCE

Although emphasis in the population survey is placed on the regular collection of data on demographic and labour force characteristics, supplementary and special surveys of particular aspects of the labour force are carried out from time to time. The results of these surveys on labour force and related topics are published separately as shown below.

<i>Title of Publication</i>	<i>Catalogue No.</i>
Alternative Working Arrangements, Australia, March to May 1982, September to November 1986	6341.0
Annual and Long Service Leave Taken, Australia, May 1988 to April 1989	6317.0
Career Paths of Persons with Trade Qualifications, Australia, 1989	6243.0
Career Paths of Qualified Nurses, Australia, 1989	6277.0
Child Care, Australia. Issued three-yearly. May 1969, 1973, 1977; June 1980; November 1984; June 1987; November 1990	4402.0
Employment Benefits, Australia. Issued annually. Latest issue July 1991	6334.0
How Workers Get Their Training, Australia, 1989	6278.0
Income Distribution Survey, Australia, Persons with Earned Income, 1986	6546.0
Job Search Experience of Unemployed Persons, Australia. Latest issue July 1990	6222.0
Labour Force Experience, Australia. Issued annually. Latest issue March 1991	6206.0
Labour Force Status and Educational Attainment, Australia. Issued annually. Latest issue February 1991	6235.0
Labour Force Status and Educational Attendance, Australia. Issued annually. Latest issue September 1990	6272.0
Labour Force Status and Other Characteristics of Families, Australia. Issued annually. Latest issue June 1991	6224.0
Labour Force Status and Other Characteristics of Migrants, Australia, September 1990	6250.0
Labour Mobility, Australia. Issued annually. Latest issue February 1991	6209.0
Multiple Jobholding, Australia. Issued four-yearly. Latest issue July 1991	6216.0
Persons Employed at Home, Australia, April 1989	6275.0
Persons Not in the Labour Force, Australia. Issued annually. Latest issue September 1991	6220.0
Persons Who Had Re-entered the Labour Force, Australia, May 1985, May 1987, May 1990	6264.0
Persons Who Have Left the Labour Force, Australia, November 1985, April 1988, April 1991	6267.0
Retirement and Retirement Intentions, Australia, November 1989	6238.0
Successful and Unsuccessful Job Search Experience, Australia, July 1990	6245.0
Superannuation, Australia, February 1974, September to November 1982, November 1988	6319.0
Trade Union Members, Australia. Issued two yearly. Latest issue August 1990	6325.0
Transition From Education to Work, Australia. Issued annually. Latest issue May 1991	6227.0
Underemployed Workers, Australia, May 1988	6265.0
Weekly Earnings of Employees (Distribution), Australia. Issued annually. Latest issue July 1991	6310.0
Working Hours Arrangements, Australia, February-May 1981	6338.0
Working Hours Arrangements—Supplementary Tables, Australia, February-May 1981	6339.0

TECHNICAL NOTES

1. Data for tables and charts included in the chapters of this publication have been obtained from a number of different sources. Information on the method of collection and concepts used, etc. is set out below.

2. Reference might also be made to the publication *A Guide to Labour Statistics* (6102.0) which describes the concepts, methodology and sources of the ABS labour market data within the conceptual frameworks underlying the collection of these data. The Guide is structured according to subject matter topics similar to the chapter headings used in this publication.

3. Much of the data presented in the publication has been obtained from sample surveys, especially household surveys (such as the labour force survey and its supplementaries) and surveys of employers. Estimates for all surveys are subject to two sources of error:

(a) *sampling error*—since the estimates are based on information obtained from a sample of employers or households they, and the movements derived from them, may differ from the figures that would have been produced if all employers or households had been included in the survey.

(b) *non-sampling error*—inaccuracies may occur because of imperfections in reporting by respondents and interviewers and errors made in coding and processing data. These inaccuracies may occur in any enumeration, whether it be a full count or a sample. Every effort is made to reduce the non-sampling error to a minimum by careful design of questionnaires, intensive training and supervision of interviewers, and efficient operating procedures.

4. The individual publications referred to below generally contain more information on statistical error in respect of the series they contain.

CHAPTER 1—SOCIO-DEMOGRAPHIC CHARACTERISTICS OF THE POPULATION

Australian Demographic Statistics (3101.0)

5. This publication contains estimated resident populations for the States, Territories and Australia. It also includes quarterly estimates of the component of population change by State of usual residence as well as other demographic series, rates and measures. Estimated resident population statistics are based on full census counts of usual residents adjusted to compensate for census underenumeration and to include an estimate of Australian residents overseas at the time of the census. These census-date population estimates are up-dated quarterly (again from full counts) using birth and death registration data, overseas arrival and departure statistics (permanent and long term only), and, for the State populations, estimates of interstate migration. (There is therefore no sampled component in the estimated resident population series.)

After each census, final estimates for the preceding intercensal period are provided by incorporating an additional adjustment (intercensal discrepancy) to ensure that the total intercensal increase agrees with the difference between the estimated resident population at the two successive census dates.

6. These adjustments are the reason for the apparent anomaly in Chart 1.2 between the sum of national increase and net overseas migration gain in 1982 and total population increase. Between the 1976 and 1981 census annual intercensal adjustments were negative, whereas between 1981 and 1986 they were positive. This in effect means that the points plotted for the two components (natural increase and overseas migration) for 1980 and 1981 in Chart 1.2 are higher than they should have been and the points plotted for 1982 are lower than they should have been.

7. An explanation of the 'usual residence' conceptual basis for population estimates is given in the ABS information paper entitled *Population Estimates: An Outline of the New Conceptual Basis of ABS Population Estimates* (3216.0), released on 29 March 1982. An ABS technical paper, *Methods and Procedures in the Compilation of Estimated Resident Population 1981 and in the Construction of the 1971-81 Time Series* (3103.0), was issued on 11 March 1983.

8. The overseas migration component of estimated resident population is based on net permanent and long-term overseas movements as recorded on passenger cards completed by incoming and outgoing travellers, for the Department of Immigration, Local Government and Ethnic Affairs. Short-term movements as such are excluded but an adjustment for the net effect of *category jumping* has been included since July 1976. This adjustment is necessary because net permanent and long-term migration figures can be affected by changes in travel intentions, as when an Australian resident departing for a short-term visit overseas (stating that he/she intends to stay abroad for less than 12 months) in fact stays for more than 12 months, thereby changing his/her travel category from short-term to long-term. An ABS technical paper, *Estimates of Residents Temporarily Overseas, Visitors in Australia and Category Jumping* (3104.0), was published on 10 March 1983.

9. In this publication (6101.0), population estimates have generally been rounded to the nearest hundred. The unrounded figures shown in Table 1.1 are published only for the convenience of readers who may wish to calculate their own per capita rates and indexes. They should not be assumed to be accurate to the last digit.

Overseas Arrivals and Departures, Australia (3404.0)

10. This publication contains annual statistics of overseas arrivals and departures. Persons arriving in or departing from Australia are required to complete prescribed questionnaires in the form of Incoming and

Outgoing Passenger cards. These cards serve as the source of statistics of overseas arrivals and departures.

11. Overseas arrival and departure statistics are derived from a combination of full enumeration and sampling. Fully enumerated strata cover all permanent movements and all movements with a duration of stay of one year or more. All movements with a duration of stay of less than one year are sampled and, therefore, statistics relating to these movements are estimates which may differ from statistics which would have been obtained if details of all these movements had been processed.

Projections of the Populations of Australia, States and Territories, 1989 to 2031 (3222.0)

12. This publication contains summary results of projections of the population of the States, Territories and Australia for the period 1989 to 2031, by age group, based on estimates of the population at 30 June 1989.

13. The projections are not intended as predictions or forecasts; they are illustrations of population growth which would occur if certain selected assumptions of future demographic trends were realised. While these assumptions are based on an examination of past demographic trends and survey data on family formation, there is no certainty that they will or will not be realised. No attempt has been made to incorporate in these projections possible effects of economic depressions or booms, wars, natural disasters or other significant factors of this nature.

14. Alternative projections have been provided in the publication in recognition of the uncertainty of future movements in demographic trends, and to give users a range of options. The projections are also intended to serve both as a framework and a point of departure for other organisations and individuals working in the field of population projections.

15. The projections take as their starting point the estimated resident population of Australia by sex and single year of age at 30 June 1989. The four sets of projections are based on the following assumptions:

A and B: Annual net overseas migration gain falling from 128,500 in 1989-90 to 125,000 in 1990-91, remaining constant thereafter; total fertility rate declining from 1.83 in 1989 to 1.78 in 1998, remaining constant thereafter.

C: Annual net overseas migration gain as for Series A and B; total fertility rate declining from 1.83 in 1989 to 1.66 in 1998, remaining constant thereafter.

D: Annual net overseas migration gain falling from 128,500 in 1989-90 to 125,000 in 1990-91, remaining constant until 1993-94 and then declining to 80,000 in 1998-99, remaining con-

stant thereafter; total fertility rate as for Series C.

16. All four sets of projections use the same mortality assumption, i.e. commencing with the age-sex specific rates recorded for 1986-88, mortality declines to year 1996 according to rates of decline between the two periods 1979-83 and 1984-88; from 1996 the decline continues, but according to the average rates of decline between the five periods 1964-68, 1969-73, 1974-78, 1979-83 and 1984-88.

Labour Force Status and Other Characteristics of Migrants, Australia (6250.0)

17. For technical details see paragraph 40 below.

Labour Force Status and Other Characteristics of Families, Australia (6224.0)

18. For technical details see paragraphs 33 and 34 below.

Labour Force Status and Educational Attainment, Australia (6235.0)

19. For technical details see paragraph 32 below.

Transition from Education to Work, Australia (6227.0)

20. For Technical details see paragraph 31 below.

CHAPTER 2—THE LABOUR FORCE

CHAPTER 3—EMPLOYMENT AND UNDEREMPLOYMENT

CHAPTER 4—UNEMPLOYMENT

CHAPTER 5—PERSONS NOT IN THE LABOUR FORCE

21. Data pertaining to the labour force characteristics of the population as shown in Chapters 2 to 5 were obtained mainly from the ABS household surveys, especially the labour force survey and the various supplementary surveys. Data pertaining to employed wage and salary earners and job vacancies are obtained from employer based surveys.

The Labour Force, Australia (6203.0)

22. The labour force survey is based on a multi-stage area sample of private dwellings (about 31,000 houses, flats, etc.) and non-private dwellings (hotels, motels, etc.) and covers about three-fifths of one per cent of the population of Australia. The information is obtained from the occupants of selected dwellings by carefully chosen and specially trained interviewers. The interviews are generally conducted during the two weeks beginning on the Monday between the 6th and 12th of each month. The information obtained relates to the week before the interview (i.e. the reference week).

23. The labour force survey includes all persons aged 15 and over except:

- (a) members of the permanent defence forces;
- (b) certain diplomatic personnel of overseas governments, customarily excluded from census and estimated populations;
- (c) overseas residents in Australia; and
- (d) members of non-Australian defence forces (and their dependents) stationed in Australia.

24. The labour force category to which a person is assigned depends on the *actual activity* undertaken during the reference week (i.e. whether working, looking for work, etc.).

25. From April 1986, the definition of employed persons was changed to include persons who worked without pay between 1 and 14 hours per week in a family business or on a farm (i.e. unpaid family helpers). Previously, such persons who worked 1 to 14 hours, or had such a job but were not at work, were defined as either unemployed or not in the labour force, depending on whether they were actively looking for work. In this issue, estimates for months prior to April 1986 are on the old basis, and estimates for April 1986 and later months are based on the new definition. For further information, see paragraphs 37 and 38 of the Explanatory Notes in the February 1987 issue of *The Labour Force, Australia* (6203.0).

26. Labour force survey estimates for the period January 1984 to January 1989 were revised following the 1986 Census of Population and Housing. The revisions were necessary to ensure that comparisons of labour force survey estimates from February 1989 (based on 1986 census population totals) with estimates for the period January 1984 to January 1989 (previously based on 1981 census population totals) could be made on a sound basis. Otherwise such comparisons would be distorted by an unquantified effect due solely to a change in estimates of the population. An examination of the revised estimates between June 1981 and June 1986 showed that the effects on labour force survey estimates for the period before January 1984 were inconsequential, and that no meaningful purpose would be served by publishing revised estimates for that period.

27. Estimates from February 1978 to December 1983 are therefore based on 1981 Census of Population and Housing population benchmarks. Estimates prior to February 1978 are based on 1976 Census of Population and Housing benchmarks.

28. Following the change in official population estimates to a place of usual residence basis after the 1981 Census, the population benchmarks used in the estimation of labour force survey data are compiled according to place of usual residence. To coordinate with the new benchmarks, the labour force survey questionnaire was changed in October 1982 to enable identification of each

respondent's place of usual residence. The estimates from October 1982 in this publication are wholly according to place of residence. Prior to October 1982, the estimates are based on a combination of place of enumeration and place of residence.

Labour Force Experience, Australia (6206.0)

29. Data presented in this publication relate to the labour force experience of the civilian population aged 15 to 69 years during a given 12 month period. Information collected includes length of time people were working, looking for work or not in the labour force, the number of spells during which they were looking for work and other aspects of labour force experience. Similar data have been collected in a supplementary survey in most years since 1972.

30. It is impracticable to obtain information, relating to a 12 month reference period, which is strictly comparable with that obtained in the labour force survey (for which the reference period is one week). The definitions used in determining the labour force status of persons in the monthly survey depend on a detailed set of questions asked about a person's labour force activity during the reference period. For the survey of labour force experience, a person is assigned to a labour force category for each of the weeks in the year on the basis of a more limited set of questions. It is for this reason that the terms *worked* and *looked for work* are used in this survey rather than the rigidly defined terms *employed* and *unemployed* used in the monthly labour force survey.

Transition from Education to Work, Australia (6227.0)

31. Information presented in this publication relates to attendance of persons aged 15 to 64 years at an educational institution in both the previous and current year, their educational attainment and labour force status. The scope of this survey is the same as that of the monthly Labour Force survey except that it excludes persons aged 65 years and over, the institutionalised and persons permanently unable to work. Similar data have been collected in a supplementary survey in most years since 1964. Definitions of the principal labour force categories are the same as those for the labour force survey.

Labour Force Status and Educational Attainment, Australia (6235.0)

32. Data presented in this publication relate to the highest educational qualifications attained by the civilian population. The scope of this survey is the same as that of the monthly Labour Force survey except that it excludes persons aged 70 years and over, the institutionalised and visitors to private dwellings. Information relating to the educational attainment of persons in the labour force has been collected in an annual supplementary survey since 1979. For persons with post-school qualifications the information sought included field of study and year and country in which their highest qualification was obtained, and for those who did not complete their schooling, it included the age at which they left school.

Labour Force Status and Other Characteristics of Families, Australia (6224.0)

33. Information presented in this publication relates to the labour force status of family members, their relationship to the family head and family composition.

34. Information about families in this survey was restricted to usual residents of private dwellings. In cases where it was not possible to obtain information relating to all family members (e.g. if a person is a member of the permanent defence forces and therefore excluded from the scope of the survey) the entire family was excluded.

Persons Who Had Re-entered the Labour Force, Australia (6264.0)

35. Information presented in this publication relates to characteristics of persons who had re-entered the labour force in the previous 12 months after a substantial period out of the labour force. Details of previous job, reason left previous job and time since previous job are given.

36. It is impracticable to obtain information relating to a whole year which is strictly comparable with that obtained in the monthly labour force survey (for which the reference period is one week). The definitions used in determining the labour force status of persons in the monthly survey depend on a detailed set of questions asked about a person's labour force activity during the reference period. For the Survey of Persons Who Had Re-entered the Labour Force a person is assigned to labour force categories at various points in time on the basis of a more limited set of questions. It is for this reason that the terms *worked* and *looked for work* are used in this survey rather than the rigidly defined terms *employed* and *unemployed* used in the monthly labour force survey.

Persons Who Have Left the Labour Force, Australia (6267.0)

37. Information presented in this publication relates to characteristics of persons who were out of the labour force at the time of the survey and who had left the labour force during the previous 12 months. Data include whether intended to return to the labour force, time since last left the labour force and main source of income.

38. It is impracticable to obtain information relating to a whole year which is strictly comparable with that obtained in the monthly Labour Force Survey (for which the reference period is one week). The definitions used in determining the labour force status of persons in the monthly survey depend on a detailed set of questions asked about a person's labour force activity during the reference period. For the Survey of Persons Who Have Left the Labour Force a person is assigned to a labour force category on the basis of a more limited set of questions. It is for this reason that the terms *worked* and *looked for work* are used in this survey rather than the rigidly defined terms *employed* and *unemployed* used in the monthly labour force survey.

Retirement and Retirement Intentions, Australia (6238.0)

39. Information presented in this publication relates to persons aged 45 years and over who had retired or intend to retire from full-time work. Persons who had retired were asked about their age at retirement; retirement scheme coverage and type of payment derived from such schemes; housing arrangements; and main source of income at retirement. Those persons who had not yet retired were asked whether they intended to retire from full-time work and, if so, were asked about their intended age at retirement; retirement scheme coverage and type of payment expected from these schemes; current and expected housing arrangements; expected main source of income; and expected form of disbursement for any lump sum received at retirement.

Labour Force Status and Other Characteristics of Migrants, Australia (6250.0)

40. All surveys prior to September 1990 were run in March. The estimates for this survey are not strictly comparable with those obtained from previous surveys. The scope of the surveys run prior to September 1990 included persons who arrived in Australia after 1960. In September 1990 the survey was restricted to persons who arrived in Australia after 1970. Historical estimates contained in this publication have been revised to enable comparisons of estimates from this survey to be made with those surveys conducted prior to September 1990.

Labour Mobility, Australia (6209.0)

41. Information presented in this publication relates to the mobility of the civilian population aged 15 to 69 years with respect to duration of current job, number of jobs held and other information during a 12 month period. Similar data have been collected in a supplementary survey in most years since 1972.

Multiple Job Holding, Australia (6216.0)

42. Information presented in this publication relates to the nature and extent of multiple job holding. Similar data have been collected in a supplementary survey two yearly since 1965 and four yearly since 1987.

Employed Wage and Salary Earners, Australia (6248.0)

43. This publication contains results of the quarterly Survey of Employment and Earnings which was introduced in the September quarter 1983. The survey is designed to obtain, from employer units, information on numbers of wage and salary earners employed each month and their quarterly earnings. It replaces the civilian employees series, based principally on information obtained from payroll tax returns, which was discontinued after April 1980.

44. Background information on the reasons for the introduction of the new survey is provided in *Information Paper : Review of ABS Employment Statistics* (6239.0) published on 8 July 1981. Further information on the differences in concepts, methodology and coverage of the old and new employment series is provided in *Information Paper : New Statistical Series: Employment, Average Weekly Earnings, Job Vacancies and Overtime* (6256.0) issued on 21 June 1984.

45. The survey is conducted by mail each quarter with data collected on monthly number of employees and quarterly earnings. For the first and last month of each quarter, only the total number of persons is collected; for the mid-month of each quarter, details of males and females, full-time and part-time are collected. All wage and salary earners who received pay in any pay period ending within the quarter were represented in the survey except:

- (a) members of the Australian permanent defence forces;
- (b) employees of enterprises in the private sector primarily engaged in agriculture, forestry, fishing and hunting;
- (c) employees in private households employing staff;
- (d) employees of overseas embassies, consulates, etc;
- (e) employees based outside Australia; and
- (f) employees on workers' compensation who are not paid through the payroll.

46. Also excluded are the following persons who are not regarded as employees for the purposes of this survey:

- (a) directors who are not paid a salary;
- (b) proprietors/partners of unincorporated businesses; and
- (c) self-employed persons such as subcontractors, owner/drivers, consultants and persons paid solely by commission without a retainer.

47. For the *private sector*, a sample of approximately 15,000 private employer units was selected from the ABS register of businesses to ensure adequate State and industry representation. The statistical unit for the survey comprises all activities of an enterprise in a particular State. Each statistical unit was classified to an industry which reflected the predominant activity of the enterprise in the State. In a small number of cases where an enterprise had a significant number of employees in more than one industry, a separate statistical unit was created for each industry. The statistical units were stratified by State, industry and size of employment and a simple random sample was selected for each stratum.

48. From the September Quarter 1988, public sector sampling was introduced, which reduced the number of

public sector statistical units from a complete enumeration of approximately 4,000 to a sample of 2,500.

49. To derive estimates for *employer size groups*, each of the approximately 15,000 statistical units (see paragraph 44) selected in the private sector is allocated a size classification based on the number of employees actually reported for the middle month of the quarter. This size classification reflects the employment size of an enterprise in a particular State or Territory and not the employment size of an enterprise Australia wide. Over a period, the composition of these size categories will vary as units migrate from one size group to another. This will have some effect on changes over time in the distribution of employment by size of enterprise.

50. While estimates of employed wage and salary earners are published for each month of the quarter, the survey is conducted quarterly and the sample of employer units is updated each quarter to reflect changes in the ABS register of business units from which the sample is selected. These changes arise from the emergence of new businesses, takeovers and mergers, changes to industry classification, changes in the number of employees, and businesses which have ceased operations. Such updating of the register can contribute to sudden changes to the estimates of employed wage and salary earners, and earnings.

51. Recently the ABS introduced new definitions and rules for recording units on the register with greater emphasis being given to the way organisations are structured and the type of data available from businesses' accounts. In order to correctly interpret these new rules, the ABS has commenced a program of visits to the largest private and public sector organisations in Australia to obtain up to date information on their structure and operations. These visits and the adoption of new units definitions will lead to changes in the survey estimates, as outlined in the preceding paragraph.

Career Paths of Qualified Nurses, Australia (6277.0)

52. This publication presents results from the survey of Career Paths of Qualified Nurses conducted throughout Australia during the months March, April, June and July 1989 to obtain information about persons who have ever qualified as either registered or enrolled nurses. Information collected includes nursing qualification and registration details, and occupational mobility (i.e. time in nursing, reason left nursing, breaks from nursing, nursing position held, etc.).

53. The survey covered both rural and urban areas in all States and Territories and included all persons aged 15 to 64 years except:

- (a) members of the permanent defence forces;
- (b) certain diplomatic personnel of overseas governments, customarily excluded from census and estimated populations;
- (c) overseas residents in Australia;

(d) members of non-Australian defence forces (and their dependents) stationed in Australia;

(e) persons who were permanently unable to work;

(f) boarding school pupils not resident in households, some patients in hospitals and sanatoriums and inmates of gaols, reformatories, etc.; and

(g) persons aged 15 to 20 years still at school.

54. The survey was conducted on a sub-sample of the monthly population survey. In each of the months March, April, June and July 1989, one-eighth of the respondents to the Labour Force Survey were asked some additional questions by trained interviewers.

55. These questions were asked on an 'any responsible adult' basis to identify the target population for the survey of Career Paths of Qualified Nurses. This effectively resulted in a sample equal in size to half a normal monthly population survey sample (about 15,500 houses, flats, etc. and non-private dwellings). Information was then collected from the target population through personal interviews.

56. The estimates refer to information collected over four months and, due to seasonal factors, may not be representative of other periods throughout the year.

57. This was the first time a survey on this topic has been conducted in Australia.

58. Unless otherwise stated, all characteristics referenced relate to the week before the interview and, if job related, refer to main job.

Career Paths of Persons with Trade Qualifications, Australia (6243.0)

59. This publication presents results from the survey of Career Paths of Persons with Trade Qualifications conducted throughout Australia during the months March, April, June and July 1989. The survey obtained information about persons with trade qualifications recognised in Australia. Information collected includes frequency of use of trade skills, trade qualification details, and occupational mobility (i.e. time in trade, reason left trade, field of trade, breaks from trade, etc.).

60. The survey was conducted in both rural and urban areas in all States and Territories and included all persons aged 15 to 64 years except:

(a) members of the permanent defence forces;

(b) certain diplomatic personnel of overseas governments, customarily excluded from census and estimated populations;

(c) overseas residents in Australia;

(d) members of non-Australian defence forces (and their dependents) stationed in Australia;

(e) persons who were permanently unable to work;

(f) boarding school pupils not resident in households, some patients in hospitals and sanatoriums and inmates of gaols, reformatories, etc.; and

(g) persons aged 15 to 20 years still at school.

61. The survey was conducted on a sub-sample of the monthly population survey. In each of the months March, April, June and July 1989, one-eighth of the respondents to the Labour Force Survey were asked some additional questions by trained interviewers.

62. These questions were asked on an 'any responsible adult' basis to identify the target population for the survey of Career Paths of Persons with Trade Qualifications. This effectively resulted in a sample equal in size to half a normal monthly population survey sample (about 15,500 houses, flats, etc. and non-private dwellings). Information was then collected from the target population through personal interviews.

63. The estimates refer to information collected over four months and, due to seasonal factors, may not be representative of other periods throughout the year.

64. Results of a similar survey were published in *Career Paths of Persons with Trade Qualifications, Australia, September to November 1982* (6243.0).

65. Due to considerable change in scope, collection methodology and content, care should be taken in any comparisons with the survey conducted in September to November 1982.

66. Unless otherwise stated, all characteristics referenced relate to the week before the interview and, if job related, refer to main job.

Employment, Underemployment and Unemployment, Australia (6246.0)

67. This publication analyses the trends in employment, underemployment, unemployment and so-called 'hidden' unemployment over the period 1966 to 1983.

68. The source of data for tables and charts included in this publication is the ABS population survey system. References include *The Labour Force* (6203.0), *Labour Force Status and Other Characteristics of Families* (6224.0), *Job Search Experience of Unemployed Persons* (6222.0), *Labour Force Status and Educational Attainment* (6235.0), *Persons Not in the Labour Force* (6220.0). A comprehensive explanation of survey concepts and definitions may be found in the relevant paragraphs of this Technical Note and in the Glossary.

Underemployed Workers, Australia (6265.0)

69. Information presented in this publication relates to characteristics of underemployed workers, including type and duration of current period of underemployment, educational attainment and preferred number of extra hours.

70. The Resolution of the International Labour Organisation (ILO) Thirteenth International Conference of Labour Statisticians in October 1982 defined underemployment as follows:

71. 'Underemployment exists when a person's employment is inadequate in relation to specified norms or alternative employment, account being taken of his or her occupational skill.'

72. Due to the serious conceptual difficulties that would be encountered in seeking measures of invisible underemployment, the ILO recommended that statistical measurement be limited to visible underemployment. This is the approach adopted in this supplementary survey.

Job Search Experience of Unemployed Persons, Australia (6222.0)

73. Information presented in this publication relates to characteristics of unemployed persons including difficulties in finding work, steps taken to find work, past employment experience, whether they had had offers of employment and their educational attainment.

Successful and Unsuccessful Job Search Experience, Australia (6245.0)

74. Information presented in this publication relates to persons who had started a job for wage or salary during the previous 12 months, method of job attainment, whether they were out of work prior to starting a job and details of the job. For persons who had looked for a job for wages or salary but hadn't started one, this publication gives details of their job search experience and the type of job they were looking for.

Job Vacancies, Australia (6231.0) (to May 1989) Job Vacancies and Overtime, Australia (6354.0) (from August 1989)

75. Information presented in this publication refers to vacancies in private and public sectors. The information is obtained from a sample survey of employers conducted on a quarterly basis.

76. All vacancies for wage and salary earners are represented in the survey except those:

- (a) in the Australian permanent defence forces;
- (b) in enterprises primarily engaged in agriculture, forestry, fishing and hunting;
- (c) in private households employing staff;
- (d) in overseas embassies, consulates, etc; and
- (e) located outside Australia.

77. A sample of approximately 5,000 employers is selected from the ABS register of businesses to ensure adequate State and industry representation. The sample is updated each quarter to take account of new businesses, those which have ceased operation and structural changes such as takeovers and mergers. The statistical unit for the survey comprises all activities of an enterprise in a particular State or Territory. Each statistical unit is classified to an industry which reflects the predominant activity of the enterprise in the State or Territory. In a small number of cases where an enterprise has significant employment in more than one industry, a separate statistical unit is created for each industry. The statistical units are stratified by State, industry and size of employment and a simple random sample is selected from each stratum.

Persons Not in the Labour Force, Australia (6220.0)

78. Information presented in this publication relates to the labour force aspirations, availability for work and reasons for not seeking employment of persons aged 15 to 69 who were not in the labour force. Similar data have been collected in supplementary surveys since 1975.

79. The criteria determining those in the labour force are based on actual activity (i.e. working or looking for work) during the survey week. The criteria associated with marginal attachment to the labour force, in particular the concepts of wanting to work, reasons for not actively looking for work and availability to start work, are more subjective and are not based on respondents' actual activity. Hence, the measurement of these criteria is affected by the respondents' own interpretation of the concepts used. An individual respondent's interpretation is affected by such factors as the respondent's work aspirations, as well as family, economic and other commitments.

CHAPTER 6—AWARD RATES, EARNINGS, LABOUR COSTS AND EMPLOYMENT BENEFITS

80. Data pertaining to earnings and wages have been obtained from a number of sources. Information on the distribution of weekly earnings of wage and salary earners is a product of the ABS population survey. Details on average weekly earnings are obtained from regular surveys of employers. Indexes of award rates of pay are derived from information provided in industrial awards, determinations and agreements.

Award Rates of Pay Indexes, Australia (6312.0)

81. The Award Rates of Pay Indexes are produced monthly and are designed, like other indexes, to depict movements. They measure general trends in award rates of pay.

82. The current series of *Award Rates of Pay Indexes* have been compiled on a monthly basis from June 1985. The indexes are constructed by weighting award rates of pay for selected classifications according to the pattern of employment existing in May 1985. The source used to base the indexes is the May 1985 Survey of Employee Earnings and Hours. The survey collected information on the industry and occupation of individual employees, on

the award under which they are covered and on their award classification.

83. In the majority of cases the rates are prescribed in awards or determinations of Federal or State industrial arbitration authorities or in collective agreements registered with them. Rates prescribed in unregistered collective agreements are used where these are significant in the particular industries to which they refer.

Average Weekly Earnings, Australia (6302.0)

84. The survey of average weekly earnings is designed to obtain, from employers, information on earnings in respect of a specified payweek each quarter. Background information about the average weekly earnings series is provided in *Information Paper: New Statistical Series: Employment, Average Weekly Earnings, Job Vacancies and Overtime* (6256.0) published on 21 June 1984, copies of which are available on request. A summary of the main differences in concepts, methods and coverage of the old and new earnings series is given in a further publication, *Information Paper: Average Weekly Earnings—New Series to Replace Former Payroll Tax Based Series* (6336.0) issued on 24 March 1982.

85. All wage and salary earners who received pay for the reference period are represented in the survey, except:

- (a) members of the Australian permanent defence forces;
- (b) employees of enterprises primarily engaged in agriculture, forestry, fishing and hunting;
- (c) employees in private households employing staff;
- (d) employees of overseas embassies, consulates, etc.;
- (e) employees based outside Australia; and
- (f) employees on workers' compensation who are not paid through the payroll.

86. Also excluded are the following persons who are not regarded as employees for the purposes of this survey:

- (a) directors who are not paid a salary;
- (b) proprietors/partners of unincorporated businesses; and
- (c) self-employed persons such as subcontractors, owner/drivers, consultants and persons paid solely by commission without a retainer.

87. The *reference period* for the survey refers to the last pay period ending on or before the third Friday of the middle month of the quarter.

Consumer Price Index, Australia (6401.0)

88. The Consumer Price Index (CPI) measures quarterly changes in the price of a 'basket' of goods and services which account for a high proportion of expenditures by metropolitan wage and salary earner households.

89. The results of the latest major review of the CPI were incorporated in the eleventh CPI series introduced in the March quarter 1987 issue of 6401.0. Details of the review are contained in *ABS Information Paper: Review of the Consumer Price Index* (6450.0).

90. Further information about the CPI is contained in a booklet entitled *A Guide to the Consumer Price Index* (6440.0) and in the publication *The Australian Consumer Price Index: Concepts, Sources and Methods* (6461.0).

Distribution and Composition of Employee Earnings and Hours, Australia (6306.0)

91. This survey is conducted in respect of a pay period in May. The survey was conducted annually from 1974 to 1981, then in 1983 and has been reinstated to an annual basis from 1985. The survey is based on a sample of employers who in turn randomly select employees in accordance with instructions supplied by the ABS. The data presented provides information on the distribution and composition of earnings and hours as well as averages.

92. The *reference period* for the survey refers to the last pay period ending on or before the third Friday of May.

Weekly Earnings of Employees (Distribution), Australia (6310.0)

93. In recent years supplementary surveys based on the population survey have been conducted throughout Australia every August to obtain information about the weekly earnings of wage and salary earners. For the sake of brevity in the survey data, wage and salary earners are referred to as employees.

Major Labour Costs, Australia (6348.0)

94. This publication contains results of the Survey of Major Labour Costs. Information is collected on the major labour costs incurred by both public and private sector employers in the reference year.

95. The survey of Major Labour Costs covers only the components: gross wages and salaries; severance, termination and redundancy payments; payroll tax payments; workers' compensation; superannuation; and fringe benefits tax, which are estimated to represent over 90 per cent of all labour costs.

96. In 1986-87 the first Wage Costs survey was conducted, providing supplementary data to labour costs information collected in the Survey of Major Labour Costs. Specifically, the survey collected information to enable gross wages and salaries to be broken down by payments for time worked, payments for time not worked eg leave and public holidays, and bonuses and gratuities. From this information estimates of employer 'on-costs' were made. The next wage costs survey will be conducted in respect of 1991-92.

Employment Benefits, Australia (6334.0)

97. In association with the August Labour Force Survey, information is obtained on a range of employment benefits provided by employers to employees (wage and salary earners). These data were first collected in 1979, and have been collected annually since 1983.

98. The mere availability of, or entitlement to a benefit (as defined) was not sufficient reason for its inclusion in the tables in this publication; with the exception of leave entitlements, only those benefits which were used or taken up were counted.

CHAPTER 7—HOURS OF WORK

99. Data pertaining to hours worked have been obtained from the ABS population survey system, which is discussed earlier in this Technical Note. Data on overtime hours worked are a product of the ABS sample survey of employers.

The Labour Force, Australia (6203.0)

100. For technical details see paragraphs 22 to 28 above.

Overtime, Australia (6330.0) (to May 1989) Job Vacancies and Overtime, Australia (6354.0) (from August 1989) (See also paragraphs 75 to 77.)

101. The ABS conducts a quarterly survey of employers to obtain information about overtime hours paid for and the number of people who received pay for overtime during a specified survey week. The survey is conducted in respect of the last week of the pay period ending on, or before the third Friday of the survey month. It should be kept in mind that the statistics presented may display short-term or seasonal fluctuations from quarter to quarter.

CHAPTER 8—INDUSTRIAL RELATIONS

Industrial Disputes, Australia (6321.0)

102. The ABS publishes monthly statistics of the number of industrial disputes, the number of employees involved and working days lost in industrial disputes classified by industry, duration of disputes, cause and method of settlement. The statistics are compiled mainly from data obtained from employers (both private and public sector), from trade unions and from reports of government authorities. The statistics relate to disputes which involved stoppages of work of ten working days or more at the establishments where the stoppages occurred.

103. The calculation of working days lost per 1,000 employees for the period 1975 to 1979 were based on numbers of employees as published in *Civilian Employees, Australia* (6213.0). As this series was suspended from April 1980, estimates from 1980 have been calculated by using estimates of employees from *The Labour Force, Australia* (6203.0). In January 1987 the basis for calculation of working days lost per thousand employees was changed to include estimates of employees from the Survey of Employment and Earnings. They are combined with estimates of the number of employees in agriculture and in private households obtained from the Labour Force Survey. The estimates have been recalculated on this basis back to June 1984. The effect of the change is minimal at the 'all industries' level but is quite significant, in some cases, for individual industry groups.

Industrial Disputes, Australia (6322.0)

104. In addition to the monthly publication of industrial disputes (6321.0) (see paragraphs 102 and 103) the ABS publishes annual statistics of industrial disputes. The an-

nual statistics are also classified by the cause of disputes, their duration and the method of settlement.

105. Further information about the industrial relations system in Australia and a framework for classifying disputes can be found in *A Guide to Labour Statistics* (6102.0).

Trade Union Statistics, Australia (6323.0)

106. The figures presented in 6323.0 have been compiled from questionnaires completed by individual trade unions in respect of their membership as at 30 June from 1985 onwards and as at 31 December in previous years.

107. From 30 June 1985, the proportion of employees has been calculated from estimates of employees from the Survey of Employment and Earnings published in *Employed Wage and Salary Earners, Australia* (6248.0). These estimates of employees have been adjusted by adding estimates of employees in agriculture, forestry, fishing and hunting and in private households employing staff, from the Labour Force Survey. Prior to 30 June 1985, estimates of employees from *The Labour Force, Australia* (6203.0) have been used.

108. The percentages shown should be regarded as giving only a broad indication of the extent of union membership among employees, because they are based on estimates of employed wage and salary earners, and the degree of unemployment of reported union members will affect the percentages for a particular year and comparisons over time.

109. The published number of reporting trade unions varies from year to year as a result of amalgamations and mergers of unions, unions ceasing to operate, new unions being formed, existing organisations changing their status such that it brings them within the scope of the definition of a trade union and existing unions reporting for the first time.

Trade Union Members, Australia (6325.0)

110. In association with the August 1990 Labour Force Survey, information was obtained about the membership of trade unions and employee associations, and various characteristics of members and non-members. Similar surveys were previously conducted in November 1976, during the period March to May 1982, in August 1986, in August 1988 and August 1990.

111. Although some persons may be union members in their second job only, this survey collected characteristics only of respondents who were trade union members in relation to their main job.

Award Coverage, Australia (6315.0) (Previously: Incidence of Awards)

112. This publication contains details of the award coverage of employees obtained as part of a sample survey which was conducted in May 1990. The survey was designed primarily to provide statistics of the distribution and composition of weekly earnings and hours of employees.

113. The publication includes details of the percentage of male and female employees covered by awards etc. classified by industry, occupation, State or Territory and type of awards; and number of employees covered by selected major awards. The employee category is also dissected into managerial, non-managerial, full-time, part-time, juniors etc.

CHAPTER 9—TRAINING

Employer Training Expenditure, Australia (6353.0)

114. This publication contains results of the 1990 *Employer Training Survey* (TES). The survey collected information on employers' expenditure in providing formal training for their employees over the period 1 July to 30 September 1990 (September quarter).

115. Training expenditure included wages and salaries and other expenditure on formal training. The estimates of expenditure on training are expressed primarily as percentages of the employers' total gross wages and salaries expenditure for the September quarter. In addition, statistics are presented as costs (in dollars or hours) per employee.

116. Some tables present estimates produced only from those employers who reported some training expenditure for the period, i.e. those who provided or supported training for their employees in some way. The survey did not collect information on the number of employees who received training.

117. The survey covered employers in all States and Territories and all industries except for employers primarily engaged in Agriculture, forestry, fishing and hunting; private households employing staff; overseas embassies, consulates, etc.; and the Australian permanent defence forces.

118. A sample of approximately 6,000 employers was selected from the ABS register of businesses. The sample was stratified by sector, industry and employer size, and was optimally allocated to ensure adequate representation in each of these areas.

119. The statistical unit for the survey comprised all activities of an enterprise in a particular State or Territory. Each statistical unit was classified to an industry which reflected the predominant activity of the enterprise in the State or Territory. In a small number of cases where an enterprise had a significant number of employees in more than one industry, a separate statistical unit was created for each industry.

120. The survey collected data on employers' formal training expenditure. Formal training is defined as training activities which have a structured plan and format designed to develop job related skills and competence (see the Glossary).

121. Despite the importance of informal training in improving job skills, informal training has been excluded from the scope of the survey because of the considerable difficulties associated with its measurement.

122. The TES collected data on gross wages and salaries for employees' time receiving and providing formal training, the number of hours receiving training, fees and other training expenditure. Data on the total number of employees and their gross wages and salaries for the quarter were also collected.

123. The survey covered all expenses incurred by employers in training their own employees, including all full-time, part-time, casual and temporary employees. The survey excludes the cost of training volunteers, customers or dealers etc. since they are not defined as employees.

124. The survey collected direct costs associated with training time. It excluded the replacement costs of employees on training courses. For example, if a bank teller undertook a training course and his/her normal work was done by a replacement teller, then the training cost collected in the survey was the bank teller's gross salary for attending the training course. The survey excluded training undertaken outside normal working hours at no expense to the employer.

125. Data in the survey was recorded on a cash basis. Annual fees (such as enrolment fees for educational institutions) were only included if they were paid in the September quarter. They were not apportioned.

126. A three-month reference period was used for the survey in preference to a full-year reference period in order to minimise the inconvenience of the survey to respondents, to enable high quality data to be reported, and to satisfy the demand for timely results. It was recognised that in adopting the three-month period, seasonal influences may affect the results since the chosen period may not have been a typical period for training expenditure in 1990.

127. Employers were notified of their selection prior to the commencement of the survey reference period to ensure that they could provide accurate data. They were provided with a Guide containing: a specimen questionnaire; explanations of the concepts and definitions; and some worksheets to assist in the recording of data during the reference period.

How Workers Get Their Training, Australia (6278.0)

128. This publication presents results from the survey of *How Workers Get Their Training* conducted throughout Australia during the months of March, April, June and July 1989. The survey obtained information on training and education undertaken by persons who had worked as wage or salary earners in the last 12 months. Information collected includes socio-demographic characteristics (such as sex, age, earnings and educational attainment), work history details (such as occupation, industry and job tenure), highest qualification needed to obtain job, types of training courses undertaken over a 12-month period, time spent on training courses, employer support for training courses, etc.

129. The survey was conducted in both rural and urban areas in all States and Territories and included all persons

aged 15 to 64 years who had worked as wage or salary earners in the last 12 months except:

- (a) members of the permanent defence forces;
- (b) certain diplomatic personnel of overseas governments, customarily excluded from census and estimated populations;
- (c) overseas residents in Australia;
- (d) members of non-Australian defence forces (and their dependents) stationed in Australia;
- (e) persons who were permanently unable to work;
- (f) boarding school pupils not resident in households, some patients in hospitals and sanatoriums and inmates of goals, reformatories, etc.; and
- (g) persons aged 15 to 20 years still at school.

130. The survey was conducted on a sub-sample of the monthly population survey. In each of the months March, April, June and July 1989, one-eighth of the respondents to the Labour Force Survey were asked some additional questions by trained interviewers.

131. These questions were asked on an 'any responsible adult' basis to identify the target population for the survey of *How Workers Get Their Training*. This effectively resulted in a half sample (about 15,500 houses, flats etc. and non-private dwellings). Information was then collected from the target population through personal interviews.

132. The estimates were collected over four months and, due to seasonal factors, may not be representative of other periods throughout the year.

133. This was the first time a survey on this topic has been conducted in Australia.

134. Unless otherwise stated, all characteristics referenced relate to the week before the interview, and if job related, refer to job with main period employer.

CHAPTER 10 — INTERNATIONAL COMPARISONS

135. The statistics shown are collected under the ILO Labour Statistics Convention No 160, 1985.

136. The standardised unemployment rates shown give the numbers of unemployed persons as a percentage of the total labour force. The definition of unemployment and total labour force conform with the definitions adopted by the 13th Conference of Labour Statisticians, which are generally referred to as the *ILO Guidelines*.

Distribution and Composition of Employees Earnings and Hours (6306.0)

137. For technical details see paragraph 91 above.

The Labour Force, Australia (6203.0)

138. For technical details see paragraph 22 to 28 above.

Industrial Disputes (6322.0)

139. For technical details see paragraph 104 to 105 above.

GLOSSARY

Active steps taken to find work during the current period of unemployment. They comprise writing, telephoning or applying in person to an employer for work; answering a newspaper advertisement for a job; checking factory or Commonwealth Employment Service notice boards; being registered with the Commonwealth Employment Service; checking or registering with any other employment agency; advertising or tendering for work; and contacting friends or relatives.

Active steps taken to find work in preferred occupation/occupation being sought. Steps taken during the twelve months up to the time of the survey. They comprise: writing, telephoning or applying in person to an employer for work; answering a newspaper advertisement for a job; checking factory or Commonwealth Employment Service notice boards; being registered with the Commonwealth Employment Service; checking or registering with any other employment agency; advertising or tendering for work; and contacting friends or relatives.

Adults. Employees 21 years of age or over and those employees who, although under 21 years of age, are paid at the full adult rate for their occupation. *Junior employees* are all other employees.

Aggregate hours worked. The total number of hours a group of employed persons has actually worked during the reference week, not necessarily hours paid for.

Annual leave (also referred to as recreation leave, holiday leave, vacation leave). A period of paid absence from work for leisure or recreation purposes to which an employee becomes entitled each year after a continuous period of service with one employer or in an industry, as specified in awards, etc.

Apprentices. Employed persons aged 15 to 34 years who indicate in the survey that they are apprentices.

Attended an educational institution in the previous year. Undertook a period of study during that calendar year.

Attending an educational institution full time. Persons who consider themselves to be attending full time or the institution which they are attending so classifies them.

Average hours worked. Aggregate hours worked by a group divided by the number of persons in that group.

Average hours of overtime per employee. Calculated by dividing total overtime hours paid for in a particular group by the total number of employees in the same group (including those who were not paid for any overtime).

Average hours of overtime per employee working overtime. Calculated by dividing total overtime hours paid for in a particular group (e.g. industry, State or Territory) by the number of employees who were paid for overtime in the same group.

Average (mean) duration of underemployment—see 'duration of current period of underemployment'.

Average (mean) duration of unemployment—see 'duration of unemployment'.

Average weekly earnings. Average gross (before tax) earnings of employees do not relate to average award rates nor to the earnings of the 'average person'. Estimates of average weekly earnings are derived by dividing estimates of weekly total earnings by estimates of employment. Changes in the averages may be affected not only by changes in the level of earnings of employees but also by changes in the overall composition of the labour force. There are several aspects which can contribute to compositional changes such as variations in the proportions of part-time, casual and junior employees, variations in the occupational distribution within and across industries and variations in the distribution of employment between industries.

Award pay or agreed base rate of pay. Award pay or agreed rate of pay for ordinary time hours paid for. For employees covered by an award it includes all allowances (dirt, height, tool, etc.) and penalty payments (e.g. shift loadings) specified in the award. It excludes overaward pay and service increments not specified in the award. For employees not covered by an award, agreed base rate of pay is the agreed wage for ordinary time hours paid for.

Award Rates of Pay. The award rates of pay used in the compilation of the indexes:

Include

- (i) the base rate and any allowances or loadings that are applicable to ALL employees under a specific award classification (e.g. industry allowance);
- (ii) supplementary payments when they are specified within the award.

Exclude

- (i) remunerative allowances. It is considered that these allowances are paid to reimburse employees for expenses they are expected to incur during the course of their employment (e.g. tool allowances). The inclusion of these allowances would not reflect the true level of remuneration of these employees;
- (ii) superannuation payments and other payments such as severance and termination payments which are paid to employees as part of an award agreement.

Bachelor degree or diploma. Completion of an undergraduate diploma, associate diploma or degree.

Casual worker. An employee not entitled to paid holidays or sick pay in his/her main job.

Category jumping. Changing from one overseas migration category to another — see the Technical Notes.

Certificate or diploma. An approved certificate or diploma completed in secretarial or business studies, administration, teaching, nursing, etc.

Collective agreements (whether registered or unregistered). Agreements made by an employer or a number of employers with a group or organisation of employees. *Registered collective agreements* are those collective agreements registered with a Federal or State industrial relations authority, whilst *unregistered collective agreements* are those not so registered.

Commonwealth government employees. Persons employed by all departments, agencies and authorities created by or reporting to the Commonwealth Parliament, including trading bodies such as banks, airlines and communications bodies. Those bodies, run jointly by Commonwealth and State governments, are classified to Commonwealth.

Courses. See either *Training courses*, *In-house training courses* or *External training courses*.

Currently registered. Currently registered with an Australian nursing board as a registered or enrolled nurse. Nurses who have registered as both a registered and enrolled nurse are included in the tables in both categories. Nurses who have registered as either a registered or enrolled nurse, but with more than one Australian nursing board, are included in tables once only.

Degree. A bachelor degree (including honours), a graduate or post-graduate diploma, master's degree or a doctorate.

Dependents. All family members under 15 years of age; all family members aged 15 to 19 attending school or aged 15 to 24 attending a tertiary educational institution full time, except those classified as husbands, wives, sole parents or other family heads.

Diploma, bachelor degree or higher. Completion of an undergraduate diploma, associate diploma, degree, graduate diploma (including those titled simply diploma but which require a prior degree or diploma), masters degree, doctorate or higher doctorate.

Discouraged jobseekers. Persons with marginal attachment to the labour force who wanted to work and were available to start work within four weeks but whose main reason for not taking active steps to find work was that they believed they would not be able to find a job for any of the following reasons: considered to be too young or too old by employers; difficulties with language or ethnic background; lacked the necessary schooling, training, skills or experience; no jobs in their locality or line of work; or no jobs at all.

Duration of current period of underemployment. The period from the time the person became underemployed to the end of the reference week. Periods of underemployment are recorded in full weeks and this results in a slight

understatement of duration. *Average (mean) duration* is obtained by dividing the aggregate number of weeks a group has been underemployed by the number of persons in that group. *Median duration* is that which divides underemployed persons into two equal groups, one comprising persons whose duration of underemployment is above the median and the other, persons whose duration is below it.

Duration of last job. The period between the commencement of the last job up to the week ceased working in that job.

Duration of unemployment. The period from the time the person began looking for work, or was stood down, to the end of the reference week. Thus the survey measures current (and continuing) periods of unemployment rather than completed spells. For persons who may have begun looking for work while still employed, the duration of unemployment is defined as the period from the time the person last worked full-time for two weeks or more to the end of the reference week. *Average (mean) duration* is the duration obtained by dividing the aggregate number of weeks a group has been unemployed by the number of persons in that group. *Median duration* is the duration which divides unemployed persons into two equal groups, one comprising persons whose duration of unemployment is above the median and the other, persons whose duration is below it.

Dwelling. Contains one or more households, and separate households are considered to exist within a dwelling when:

- (a) a group of one or more persons considered themselves to be a separate household from others in the dwelling;
- (b) regular provision was made for groups to take meals at different times or in different rooms; or
- (c) a dwelling contained one or more lodgers, who received accommodation, but no meals; each lodger was then considered to be a separate household.

A household may consist of any number of families and non-family members. A boarder who received both accommodation and meals is not considered to constitute a separate household.

Earnings — see 'gross earnings'.

Educational attainment. Measures the highest qualification obtained by the respondent. Qualifications may include those obtained at other than educational institutions (e.g. nursing qualifications obtained at a hospital).

Educational institution. Any institution whose primary role is education. Included are schools, higher education institutions, TAFEs, public and private colleges, etc. A *tertiary institution* is any educational institution offering post-school courses. Excluded are institutions whose primary role is not education, for example hospitals.

Educational qualification required to get job with main period employer. The minimum educational qualification respondents required to get their current/last held job with their main period employer.

Employed persons. Persons aged 15 and over who, during the reference week:

- (a) worked for one hour or more for pay, profit, commission or payment in kind in a job or business, or on a farm (including employees, employers and self-employed persons); or
- (b) worked for one hour or more without pay in a family business or on a farm (i.e. unpaid family helpers); or
- (c) were employees who had a job but were not at work and were: on paid leave; on leave without pay for less than four weeks up to the end of the reference week; stood down without pay because of bad weather or plant breakdown at their place of employment for less than four weeks up to the end of the reference week; on strike or locked out; on workers' compensation and expected to be returning to their job; or receiving wages or salary while undertaking full-time study; or
- (d) were employers, self-employed persons or unpaid family helpers who had a job, business or farm, but were not at work.

Employees (Employer surveys). Includes all wage and salary earners who received pay for the reference period except: members of the Australian permanent defence forces; employees of enterprises primarily engaged in agriculture, forestry, fishing and hunting; employees in private households employing staff; employees of overseas embassies, consulates, etc.; employees based outside Australia; and employees on workers' compensation who are not paid through the payroll.

Also excluded are the following persons who are not regarded as employees for the purposes of the survey: directors who are not paid a salary; proprietors/partners of unincorporated businesses; and self-employed persons such as subcontractors, owner/drivers, consultants and persons paid solely by commission without a retainer. For employment statistics from the household based Labour Force Surveys see 'employed persons'.

Employees covered by awards, etc. Employees whose rates of pay and conditions of work are normally varied in accordance with variations in a specific Federal or State award, determination or registered collective agreement or a specific unregistered collective agreement.

Employees involved in industrial disputes. Includes employees directly and indirectly involved in disputes. Employees indirectly involved are those who ceased work at the establishments where the stoppages occurred, but who are not themselves parties to the dispute.

Employees not covered by awards, etc. Those employees whose rates of pay and conditions of work are not normally varied in accordance with variations in a specific Federal or State award, determination or registered collective agreement or a specific unregistered collective agreement.

Employees' wages and salaries for time receiving training. Gross wages and salaries for the number of hours spent by employees receiving formal training including paid travel time. Amounts paid to employees who commenced or terminated employment during the Training Expenditure Survey reference period are also included.

Employees working 35 hours or more per week in all jobs. Employees who usually worked 35 hours or more a week in all jobs and others who usually worked less than 35 hours a week but worked 35 hours or more during the reference week.

Employees working less than 35 hours per week in all jobs. Employees who usually worked less than 35 hours a week in all jobs and who did so during the reference week.

Employer support. Multi response categories consisting of 'paid for study materials or fee', 'provided paid study leave' or 'other support'.

Employer units. The enterprises or statistical units which make up the population from which the sample was drawn.

Employment benefit. A concession, allowance or other privilege, etc. received by or provided to employees in addition to wages or salary and award, etc. minimum provisions under which a person was employed in their main job. Not all benefits were received directly from the current employer. Some benefits may have been received from other sources by employees as a result of their employment in a particular occupation or industry. Such benefits, e.g. a concession air fare granted by an airline to a travel agency employee, have been included in the tables where appropriate. All types of wage and salary payments, including bonuses, payments for leave of various kinds and overaward payments, as well as emoluments received in accordance with award, etc. provisions (e.g. safety clothing) were not considered to be benefits for the purposes of the survey. For definitions of individual employment benefits, see *Employment Benefits, Australia, July 1991* (6334.0).

Employment/population ratio. For any group, the number of employed persons expressed as a percentage of the civilian population aged 15 and over in the same group.

Employment status. The terms *working* and *not working* are used rather than the more rigidly defined terms *employed* and *not employed* used in the monthly labour force survey. These data are therefore not strictly comparable to those in the monthly labour force survey.

Enrolled nurses. Nurses who have generally completed 12 to 18 months on-the-job training and a 1 to 2-year post-

secondary course (usually at a TAFE) and have gained a certificate of enrolment from an Australian nursing board. They need not be currently registered as an enrolled nurse. The term 'enrolled nurse' refers to the type of registration obtained rather than to the occupation held (unless specifically identified as such).

Estimated resident population. The official population estimates series compiled according to the place of usual residence of the population.

External (training), employer supported. Respondents were asked whether any of the four main external training courses undertaken over the last 12 months had been supported by an employer. Support comprises 'paid for study materials or fees', 'provided paid-for study leave' or 'other support'.

External formal training. Organised and conducted by training or educational institutions, agencies or consultants e.g. College of Technical and Further Education courses.

External training courses. Training which is organised and conducted by training or educational establishments, agencies or consultants other than any of the respondent's employers. It is training other than study for an educational qualification. Information was collected on the four main courses attended in the last 12 months.

Family. Two or more related persons (*relationship* includes relationships by blood, marriage or adoption) usually resident in the same household at the time of the survey. A family comprises a married couple or a family head as defined, together with any persons having any of the following relationships to them:

- (a) sons or daughters of any age, if not married and with no children of their own present;
- (b) other relatives if not accompanied by a spouse, sons or daughters, or parents of their own; or
- (c) any children under 15 years of age who do not have a parent present.

Family head. Any person without a spouse present, but with a son or daughter aged under 15 present. Persons without a spouse, son or daughter aged under 15 present, but with a son or daughter aged 15 or over present, provided that the son or daughter has no spouse, son or daughter of his/her own present. If a family has no person falling into either of these categories, the family head is generally defined to be the eldest person in the family. No family head is defined for a married-couple family.

Federal awards, determinations or collective agreements. Awards or determinations made by, and collective agreements registered with, the Australian Industrial Relations Commission or the Coal Industry Tribunal.

Field of trade. Derived from information provided by apprentices on their occupation.

Field of trade qualification. Respondents indicated which of the following best described the field of trade in which they qualified:

- (a) Metal fitting and machining;
- (b) Other metal;
- (c) Electrical and electronics;
- (d) Building;
- (e) Printing;
- (f) Vehicle;
- (g) Food;
- (h) Hairdressing; or
- (i) Other.

Respondents who had more than one trade qualification were asked about the first trade qualification that had been formally recognised in Australia (either through an Australian apprenticeship or a recognised Australian tradesperson's certificate).

Formal training. All training activities which have a structured plan and format designed to develop job related skills and competence are defined as formal training. It consists of periods of instruction or a combination of instruction and monitored practical work. The instruction can take the form of workshops, lectures, tutorials, training seminars, audio-visual presentations, demonstration sessions or monitored self-paced training packages.

Former workers. Unemployed persons who have previously worked full time for two weeks or more but not in the past two years.

Fringe benefits tax. The tax actually paid in respect of employees as defined. Amounts paid in fines for late payment are not included in the estimate of fringe benefits tax.

Full-time attendance. Attendance at an educational institution by persons who consider themselves to be attending full time or are so classified by the institution they are attending.

Full-time employees. Permanent, temporary and casual employees who normally work the agreed or award hours for a full-time employee in their occupation and received pay for any part of the reference period. If agreed or award hours do not apply, employees are regarded as full-time if they usually work 35 hours or more per week.

Full-time workers. Employed persons who usually work 35 hours or more a week (in all jobs) and others who, although usually working less than 35 hours a week, worked 35 hours or more during the reference week.

Fully employed workers. Employed persons who are voluntarily working part-time, or who worked full-time

hours in the reference week, or who are full-time workers who did not work full-time hours in the reference week for non-economic reasons. It should be noted that persons who are normally underemployed but who worked full-time hours in the reference week are classified as fully employed.

Generalised disputes. Industrial disputes following a call to strike common to several enterprises.

Gross earnings. Payments to employees before tax and other items (such as superannuation) are deducted. They comprise ordinary time and overtime earnings; overaward payments; penalty payments, shift and other remunerative allowances; commissions and retainers; bonuses and similar payments; payments under incentive or piecework; payments under profit-sharing schemes; leave loadings; annual and long service leave payments; sick leave payments; advance and retrospective payments; salaries and fees paid to company directors, members of boards, committees, commissions, councils, etc.; amounts paid to employees on workers' compensation who continue to be paid through the payroll; and severance, termination and redundancy payments.

Higher education institutions. Includes all Australian institutions providing higher education courses e.g. Universities; Institutes of Technology; Institutes of Advanced Education; Institutes of Higher Education; Institutes of Tertiary Education; Agricultural Colleges.

Highest level of secondary school. The highest level of secondary schooling (or equivalent) offered by the education system at the time the respondent left school.

Hourly award rates of pay. The hourly award rates of pay series for full-time adult employees provide details of the movements in the hourly rates of pay for award classifications included in the index. These series include only those awards and classifications where hours of work are specified in the award.

Hours of work. The estimates of aggregate hours and of average hours refer to actual hours worked during the reference week, not hours paid for. The estimates may be affected by public holidays, leave, absenteeism; temporary absence from work due to sickness, injury, accident and industrial disputes; and stoppages of work due to bad weather, plant breakdown, etc. When hours of work are recorded, fractions of an hour are disregarded and this results in slightly lower figures than would be the case if actual time worked was recorded. Persons stood down for the whole of the reference week without pay because of bad weather or plant breakdown at their place of employment are regarded as employed and therefore are included (working no hours) in the calculation of average hours worked. Persons stood down in the reference week for reasons other than bad weather and plant breakdown and waiting to be called back to their job are regarded as unemployed and are therefore excluded from the calculations.

Hours paid for. The number of hours for which an employee was paid and not necessarily the number of

hours actually worked (e.g. an employee on paid leave for the week was asked to report the number of hours for which he was paid).

Hours worked. Actual hours worked during the reference week, not necessarily hours paid for.

Hours usually worked. The total hours usually worked each week. Includes overtime where this is regularly worked.

Hours usually worked in nursing. The total hours usually worked each week in all nursing jobs. Includes overtime where this is regularly worked.

Households—see 'dwelling'.

Industrial dispute. An industrial dispute is defined as a withdrawal from work by a group of employees, or a refusal by an employer or a number of employers to permit some or all of their employees to work, each withdrawal or refusal being made in order to enforce a demand, to resist a demand, or to express a grievance.

A dispute affecting several establishments has been counted as a single dispute if it is organised or directed by one person or organisation in each State or Territory in which it occurs; otherwise it is counted as a separate dispute at each establishment in each State/Territory and in each industry in which it occurred. Prior to December 1987 disputes were counted differently (refer to explanatory notes and glossary in *Industrial Disputes, Australia* (6321.0) for further details).

Industry. Industry is classified according to the *Australian Standard Industrial Classification (ASIC) 1983 Edition, Volume 1 — The Classification* (1201.0).

Informal training. Unstructured on-the-job training, being shown how to do things as the need arises, learning by doing a job.

In-house formal training. Organised by employers primarily for their own employees, using the employers' own staff, or consultants e.g. where a consultant designs a program specifically for the employer.

In-house training courses. Training organised by the respondents' employers primarily for their own employees, using the employers' staff or training consultants. Information was collected on the four main courses attended in the last 12 months.

Interstate migration. Movement between States.

Intrastate migration. Movement within the State.

Job. A job is defined as either:

- (a) employment as a wage or salary earner (or unpaid family helper) by a particular employer in a particular locality; or
- (b) self-employment (with or without employees) in a particular locality.

Job leavers. Unemployed persons who have worked full time for two weeks or more in the past two years and *left that job voluntarily*, that is, because of unsatisfactory work arrangements/pay/hours; the job was seasonal, temporary or a holiday job and they left that job to return to studies; their last job was running their own business and they closed down or sold that business for reasons other than financial difficulties; or any other reasons.

Job losers. Unemployed persons who have worked full time for two weeks or more in the past two years and *left that job involuntarily*, that is: were laid off or retrenched from that job; left that job because of their own ill-health or injury; the job was seasonal, temporary or a holiday job and they did not leave that job to return to studies; or their last job was running their own business and the business closed down because of financial difficulties.

Job mobility. Defined as a change of job. A *change of job* may involve a change of employer, regardless of whether a change in locality is involved, or a change of locality without a change of employer. For example, the movement of an employer's operations to premises in a different locality would entail a change of job for employees who moved to the new locality. It should be noted, however, that for a person who works at different sites for the same employer (for example, a construction worker), their base of operations (i.e. the employer's office, depot, yard, etc.) is considered to be their place of work.

Job vacancy. A job available for immediate filling on the survey reference date and for which recruitment action had been taken. Recruitment action includes efforts to fill vacancies by advertising, by factory notices, by notifying public or private employment agencies or trade unions and by contacting, interviewing or selecting applicants already registered with the enterprise or organisation. Excluded are jobs available only to persons already employed by the enterprise or organisation. This point is particularly relevant to the Australian Public Service and the Public Services of each of the States and Territories. Excluded are vacancies:

- (a) of less than one day's duration;
- (b) to be filled by persons already hired, or by promotion or transfer of existing employees;
- (c) to be filled by employees returning from paid or unpaid leave or after industrial dispute(s);
- (d) not available for immediate filling on the survey reference date;
- (e) not available within the particular State or Territory to which the return relates;
- (f) for work carried out under contract;
- (g) for which no effort is being made to fill the position.

Juniors—see 'adults'.

Labour costs. All costs incurred by employers in the employment of labour, and may be classified as follows:

- (a) Earnings of employees;
- (b) Payroll tax payments;
- (c) Workers' compensation;
- (d) Superannuation;
- (e) Fringe benefits tax;
- (f) Fringe benefits;
- (g) Welfare services;
- (h) Training;
- (i) Recruitment.

The measure of labour costs presented in this publication covers only components (a) to (e) which are generally considered to account for over 90 per cent of all labour costs.

Labour force. All persons who, during the reference week, were employed or unemployed, as defined.

Labour force participation rate. The labour force in any group expressed as a percentage of the civilian population aged 15 and over in the same group. Because it is not practicable to ascertain the birthplace of persons in institutions (who are classified as not in the labour force), labour force participation rates for persons classified by birthplace are calculated by using population estimates which exclude those in institutions.

Labour force status. A classification of the civilian population aged 15 and over into employed, unemployed or not in the labour force, as defined. The definitions conform closely to the international standard definitions adopted by the International Conferences of Labour Statisticians.

Labour mobility. The frequency of movement between jobs over a 12-month period.

Labour underutilisation. A person's labour is underutilised if they are either unemployed or underemployed.

Last 12 months (How Workers Get Their Training, 1989 (6278.0)). The last 12 months prior to being interviewed. Interviews were conducted in March, April, June and July 1989.

Leavers. Persons who were full-time students at any time in the previous calendar year but were not full-time students at the time of the survey. It should be noted that persons who attended school full-time at some time in the previous year and left, but were attending full-time education at any tertiary institution at the time of the survey are not included in the definition of leavers.

Level of educational attainment. Measures the highest qualification obtained by the respondent. Qualifications may include those obtained at other than educational institutions (e.g. nursing qualifications obtained at a hospital).

Life assurance policy. An endowment policy covering the life of a person which matures at a nominated age. Information was collected only for policies which would provide money for a person when he or she retires from full-time work.

Living alone—see 'not a member of a family'.

Local government employees. Persons employed by Municipalities and Shires and other local authorities created by or subject to the provisions of local government legislation such as county councils in New South Wales.

Localised disputes. Industrial disputes following a call to strike within the establishment.

Locality. In capital cities and major towns each suburb is considered to be a different locality.

Long-service leave (or furlough). A period of paid absence from work to which an employee becomes entitled after a number of years of continuous service with one employer, or in an industry, the initial entitlement usually being three months after 10 or 15 years service, as specified in Federal or State legislation.

Long-term movement. The arrivals of visitors (except those who hold migrant visas) and the temporary departures by Australian residents with the intention to stay, in Australia or abroad respectively, for 12 months or more, together with the departure of visitors and the return of Australian residents who had stayed, in Australia or abroad, for 12 months or more. Movements of travellers whose intended or actual period of stay is less than 12 months are classified as *short-term*, except those who, on arrival, hold migrant visas. Some travellers state an intended or actual duration of stay of one year exactly. Such travellers are allocated to short-term or long-term in proportion to the number of travellers who stated an actual duration of stay of 11 months or one year one month respectively.

Looked for work. Applies to those persons who reported having been out of work and looking for a job.

Main difficulty in finding work. The main difficulty experienced since beginning to look for work.

Main English-speaking countries. Comprises the United Kingdom, Ireland, Canada, South Africa, U.S.A. and New Zealand.

Main external training course. The external training course on which the respondent spent the most time over the last 12-month period.

Main in-house training course. The in-house training course on which the respondent spent the most time over the last 12-month period.

Main job. The job at which most hours were usually worked. The *second* job is defined to include all remaining jobs, in which some hours were worked during the reference week (i.e. the week before the interview week). Work as an unpaid family helper or service in the reserve defence forces is not regarded as a second job. A person who held more than one job as an employee is classified to the industry and occupation of the main job.

Main period employer. The employer for whom the respondent worked the most weeks for wages or salary during the last 12 months.

Managerial employees. Adult managerial, executive, professional and higher supervisory staff, generally defined as those employees who are ineligible to receive payment for overtime, or, although subject to payment for overtime, are in charge of a significant number of employees in a separate establishment. *Non-managerial* employees are those who are not managerial employees as defined.

Marginal attachment to the labour force. Persons who were not in the labour force in the reference week, wanted to work and:

- (a) were actively looking for work but did not meet the criteria to be classified as unemployed; or
- (b) were not actively looking for work but were available to start work within four weeks or could start work within four weeks if child care was available.

Marital status. This characteristic is determined from information supplied by the respondent about the individual himself or herself and, where the person was reported as being married, about the living arrangements of persons usually resident in the household. Marital status does not therefore necessarily reflect legal status. Persons are classified as *married* (husband and wife) if they are reported as being married (including de facto) and their spouse was a usual resident of the household at the time of the survey. The *not-married* category includes persons who have never married, or are separated, widowed or divorced, as well as those who, although reported as being married, did not have a spouse who usually lived in the household. Persons who live in a de facto relationship but do not volunteer this information when asked whether they are married are classified as not married.

Married—see 'marital status'.

Married-couple families. Families in which there are two married persons and these persons are husband and wife — see 'marital status'.

Mean (or average) earnings or hours. Obtained by dividing the total earnings or hours of a group (e.g. full-time employees) by the number of employees in that group.

Mean weekly earnings. Obtained by dividing the total earnings of a group by the number of employees in that group.

Median duration of underemployment—see 'duration of current period of underemployment'.

Median duration of unemployment—see 'duration of unemployment'.

Median earnings or hours. The amount which divides the distribution into two equal groups of employees, one half having amounts below the median and the other half having amounts above it.

Median weekly earnings. The amount which divides the distribution of individuals into two equal groups, one having earnings above and the other below that amount. Medians were calculated from grouped data, and linear interpolation was used within the class interval in which the median fell.

Membership of trade unions. Financial members are dues-paying members no more than 6 months in arrears. The total number of members includes all persons (financial, unfinancial, honorary, suspended, junior, etc.) regarded by unions as members.

Method of job attainment. Determined by the respondents' answer to the question 'How did you find out that particular job was available?' and is described according to whether an employer approached the jobseeker or a jobseeker approached the employer. In the latter case, the job is described according to whether or not the jobseeker knew that the particular job was available before approaching the employer.

Migrant (Labour Force Status and Other Characteristics of Migrants, Australia, September 1990 (6250.0)). A person who was not born in Australia and who was a permanent resident of Australia at the time of the survey. A migrant could be *sponsored* to come to Australia or arrive *unsponsored*.

Multiple jobholders. Persons who usually worked in two or more (see 'main job') jobs each week and who were employed in at least one of their jobs as wage or salary earners. Persons who by the nature of their employment work for more than one employer, e.g. domestics, odd-job workers, babysitters, etc. are not counted as multiple jobholders unless they also held another job of a different kind; nor are those who worked for more than one employer solely by reason of changing jobs during the survey week.

Net training expenditure. Total training expenditure by employers minus subsidies received for training.

Never registered. Qualified nurses who had never registered as an enrolled or registered nurse with an Australian nursing board.

Non-managerial employees—see 'managerial employees'.

Not a member of a family. Persons not related to any other member of the household in which they are living. A person is considered to be *living alone* if he or she is the sole member of a household. Thus, a person who is the sole occupant of a self-contained flat attached to another dwelling is considered to be living alone.

Not in the labour force—see 'Persons not in the labour force'.

Not-married — see 'marital status'.

Number of employees. All employees who received pay for any part of the relevant pay period. All permanent, temporary, casual, managerial and executive employees are included. Part-time and casual employees who may have worked only a few hours during the reference period are included. Employees on paid leave and those employees on workers' compensation who continue to be paid through the employer's payroll are also included. Casual employees who work on an irregular basis and who were not paid during the relevant pay period, employees on leave without pay, on strike or stood down without pay for the whole of the pay period are excluded.

Nurse — see 'qualified nurse'.

Occupation. Occupation is classified according to the *Australian Standard Classification of Occupations (ASCO) — First Edition, Statistical Classification (1222.0)*.

On-the-job training. Respondents were asked to indicate whether any of the following activities were undertaken to improve their job skills while employed in any job over the last 12 months — being shown how to do the job, watching others work (including examining other workers' product), asking questions of co-workers and teaching self.

One-parent families. Families in which there is a family head together with at least one dependent son or daughter of his/her own.

Ordinary time earnings — see 'Weekly ordinary time earnings'.

Ordinary time hours paid for. Award, standard or agreed hours of work. It includes stand-by or reporting time which are part of standard hours of work, and that part of paid annual leave, paid sick leave and long-service leave taken during the reference period.

Other educational institution. Includes business, commercial and secretarial colleges; religious and theological colleges; and overseas institutions.

Other expenditure on formal training. The total of expenditure on training equipment, travel, accommodation, meals, consumables, training rooms and payments to industry training bodies.

Other families. Families which are not married-couple families or one-parent families, as defined. They include

families in which there is a parent with only non-dependent children present, and families in which there is no parent, for example a family head living with a brother or sister.

Other post-school qualifications. Completion of other types of education, e.g. adult education, preparatory/bridging course or hobby course.

Out of the labour force. Persons who reported having neither worked nor looked for work.

Overaward pay. Amounts of ordinary time pay (regular or otherwise) that are over the award (e.g. attendance, good time-keeping, profit-sharing, etc.). It excludes payments in the form of a reimbursement for expenses incurred whilst carrying out the employer's business (e.g. payments from petty cash).

Overtime. Time worked in excess of award, standard or agreed hours of work for which payment is received. Excluded is any overtime for which employees would not receive payment, e.g. unpaid overtime worked by managerial, executive, etc. staff, normal shiftwork and standard hours paid for at penalty rates.

Overtime hours paid for. Refers to hours in excess of award, standard or agreed hours of work.

Participation rate. For any group, the labour force expressed as a percentage of the civilian population aged 15 and over in the same group. Participation rates for persons classified by birthplace are calculated using population estimates which exclude those in institutions. Participation rates for persons classified by school or tertiary educational institution attendance are calculated using population estimates which include those in institutions.

Part-time attendance. Attendance at an educational institution by persons who consider themselves to be attending part-time or are so classified by the institution they are attending.

Part-time employees. Permanent, temporary and casual employees who are not classified as full-time employees as defined.

Part-time workers. Employed persons who usually work less than 35 hours a week and who did so during the reference week. When recording hours of work, fractions of an hour are disregarded.

Payment by measured result. Earnings which vary according to measured performance (e.g. piecework, production and task bonuses, commission).

Permanent movement. Arrivals of settlers (i.e. persons who hold migrant visas, regardless of stated intended period of stay and New Zealand citizens who indicate an intention to settle) and those who are otherwise eligible to settle (e.g. overseas-born children of Australian citizens), and permanent departures of Australian residents (including former settlers) i.e. those who on departure state they do not intend to return to Australia.

Permanent worker. An employee who was entitled to paid holidays or sick pay in his/her main job.

Persons covered by a superannuation scheme. Persons who, at the time of the survey, belonged to a superannuation scheme towards which contributions were being made. If persons were covered by more than one superannuation scheme, details were collected about the scheme to which they contributed most.

Persons not in the labour force. Persons who, during the reference week, were not in the categories employed or unemployed. They include persons who were keeping house (unpaid), retired, voluntarily inactive, permanently unable to work, persons in institutions (hospitals, gaols, sanatoriums, etc.), trainee teachers, members of contemplative religious orders, and persons whose only activity during the reference week was jury service or unpaid voluntary work for a charitable organisation. Specific surveys of persons not in the labour force indicate that a number want to work but are not classified as unemployed because they were not actively looking for work and/or were not available to begin work in the reference week. Included in this group are the discouraged jobseekers and other persons marginally attached to the labour force.

Persons not in the labour force who wanted to work. Persons who:

- (a) in the four weeks up to the end of the reference week had taken active steps to find work but do not meet the criteria to be classified as unemployed; or
- (b) although claiming to have looked for work in the four weeks up to the end of the reference week, had not taken active steps to find work; or
- (c) in the four weeks up to the end of the reference week had not looked for work but in the survey answered 'yes' or 'maybe' to the question 'Even though you have not been looking for work would you like a full-time or part-time job?'.

Persons who had a wage or salary job in the last 12 months. Persons who stated that they had a wage or salary job (excluding persons in a limited liability company) in the 12 months prior to being interviewed.

Persons who had re-entered the labour force. Persons who were working or looking for work in the reference week, had a period out of the labour force of at least 12 months duration that finished within the last 12 months and had worked continuously for at least 12 months at some earlier time.

Persons who had retired from full-time work. A person who had had a full-time job at some time and who had ceased full-time labour force activity (i.e. was not working full-time, was not looking for full-time work and did not intend to look for, or take up, full-time work at any time in the future).

Persons who intended to retire from full-time work. Persons who were either working full-time or considered themselves to be working full-time, were looking for full-time work, would like full-time work or intended to take up full-time work at some time and who intended to retire from full-time labour force activity.

Persons who intended to retire from full-time work early. Persons who intended to retire from full-time work at age 45 or more but before the age of 60, if female, or 65, if male. Persons who did not know at what age they intended to retire from full-time work were not classified as intending to retire from full-time work early.

Persons who retired from full-time work early. A person who retired from full-time work at age 45 or more but before the age of 60, if female, or 65, if male.

Persons who started a job for wages or salary during the previous twelve months. Persons who had started work for an employer for wages or salary lasting two weeks or more during the 12 months up to the time of the survey. If more than one job was started during this period, details were obtained about the most recent job started.

Persons with a post-school qualification. Persons who had left school and answered 'yes' to the question: 'Since leaving school have you obtained a certificate, diploma, degree or any other qualification?'. Respondents indicated which of the following groups best described their highest qualification: Degree; Trade qualification or apprenticeship; Certificate or diploma; Other post-school qualification.

Persons with marginal attachment to the labour force. Persons who were not in the labour force in the survey week, wanted to work and:

- (a) were actively looking for work but did not meet the criteria to be classified as unemployed; or
- (b) were not actively looking for work but were available to start work within four weeks.

Place of last residence. The 'continent' on which a person stated he/she last lived.

Post-graduate degree or graduate diploma. Completion of a graduate diploma (including those titled simply diploma but which require a prior degree or diploma), masters degree, doctorate or higher doctorate.

Post-secondary certificate. Completion of an approved certificate in secretarial or business studies, administration, nursing, etc.

Post-school qualifications. Qualifications held by those persons who had left school and answered 'Yes' to the question: 'Since leaving school have you obtained a qualification, certificate, diploma, degree or any other qualification?'. Respondents indicated which of the following groups best described their highest qualification: Degree; Trade qualification; Certificate or diploma; Other post-school qualification.

Present — see 'usually reside'.

Previous job. The job, full-time or part-time, that a person who had re-entered the labour force reported having worked in continuously for at least 12 months at some earlier time.

Principal applicant. Person who signs the migration form, and is considered by the applicants and the Immigration Department to have the best chance of being accepted to migrate.

Proportion of total employees. The approximate percentages of wage and salary earners in employment (i.e. employees) who were members of trade unions. From 30 June 1985, the proportions of employees have been calculated using estimates of employees from the ABS Survey of Employment and Earnings. These estimates have been adjusted by adding Labour Force Survey estimates of employees in Agriculture, forestry, fishing and hunting and in Private households employing staff. For statistics for periods prior to 30 June 1985, estimates of employees were taken from the *Labour Force, Australia* (6203.0). The percentages shown should be regarded as giving only a broad indication of the extent of union membership among employees, because they are based on estimates of employed wage and salary earners; the numbers of union members who were not employed (i.e. were unemployed, retired, etc.) will affect the percentages for a particular year and comparisons over time.

Public sector employees. Administrative employees and all other employees of Commonwealth, State and Local government businesses and financial undertakings engaged in services such as railways, road transport, banks, postal and telecommunications, air transport, education, radio, television, police, public works, factories, marketing authorities, hospitals and welfare institutions.

Qualified nurses. Persons who have ever qualified as registered or enrolled nurses where qualified is interpreted to mean successfully passed final exams and practical experience as required to apply for registration.

Re-entrants — see 'Persons who had re-entered the labour force'.

Registered collective agreements—see 'collective agreements'.

Registered nurses. Nurses who have generally completed a three to four-year hospital-based certificate or a three-year diploma (usually at a College of Advanced Education) and have gained a certificate of registration from an Australian nursing board. They need not be currently registered as a registered nurse. The term 'registered nurse' refers to the type of registration obtained rather than to the occupation held (unless specifically identified as such).

Reported frequency of use of trade skills. Employed persons not working in the trade were asked which of the

following categories best described the use of their trade skills:

- (a) use trade skills daily;
- (b) use trade skills at least once a week;
- (c) use trade skills occasionally;
- (d) never use trade skills.

For the data published in this publication categories (a) and (b) have been combined under the heading 'use trade skills at least once a week'.

Retirement scheme. Superannuation schemes, life assurance policies or similar schemes that provide a financial benefit when a person leaves full-time work.

Second job. Wage and salary earner jobs, other than the main job in which some hours were worked during the reference week. A person who held more than one job is classified to the industry and occupation of the main job. Service in the reserve defence forces is not regarded as a second job. Persons who by the nature of their employment worked for more than one employer, e.g. domestics, odd-job workers, baby-sitters, etc., are not counted as having a second job unless they also held another job of a different kind, nor are those who worked for more than one employer solely by reason of changing jobs during the reference week.

Sector. Public sector includes all local government authorities and government departments, agencies and authorities created by, or reporting to the Commonwealth or State Parliaments. All remaining employees are classified as private sector.

Short-term movement—see 'long-term movement'.

Size of location. The number of persons employed at the location of the respondent's job with their main period employer.

Sole parent. The head of a one-parent family.

Sponsored. Includes those migrants who had a family already in Australia who filled out papers for that person to come to Australia. These people are considered to have come to Australia under the Family Reunion criteria. Others who were sponsored had an employer or some other person or organisation, other than the Australian Government, fill out papers for that person to come to Australia.

Standardised unemployment rate. The number of unemployed persons as a percentage of the total labour force. The definitions of unemployment and the total labour force conform to ILO guidelines.

State awards, determinations or collective agreements etc. Awards or determinations made by, and collective agreements registered with, State industrial relations authorities. The estimates shown for employees covered by State

awards, etc. include a small proportion of employees covered by awards, etc. of State tribunals in other States. Similarly, in each Territory there is a small proportion of employees covered by awards, etc. of State tribunals in adjacent States.

State government employees. Persons employed by all State government departments and authorities created by, or reporting to, State Parliaments, including organisations for which the Commonwealth has assumed financial responsibility, e.g. universities. Following self-government, the Northern Territory and the Australian Capital Territory administrations have been classified to 'State' governments. Employees of State governments employed interstate are included in the estimates of the State in which they are based.

Status of worker. Employed persons classified by whether they were employers, self-employed persons, wage and salary earners (employees), or unpaid family helpers.

Still at school. Current school attendance is recorded only for persons aged 15 to 20 years.

Studied for educational qualification in 1989. Study done with the intention of it leading to a trade qualification, certificate, diploma, degree or any other qualification. It is not necessary to have completed the course or to have been awarded the qualification. Information was collected on the first course studied in 1989.

Superannuation. Costs refer to the total payments made by employers with respect to superannuation liabilities incurred. Costs can occur on two bases depending on the funding arrangements made to meet superannuation liabilities:

- (a) 'ongoing' costs are actuarially determined contributions paid into a superannuation fund on a regular basis;
- (b) 'emerging' costs are payment of pension/lump sum benefits as superannuation liabilities occur, where no funds have been set aside during the employees' service. Schemes operating on this basis are sometimes referred to as 'unfunded' schemes;
- (c) In the private sector superannuation liabilities are always met on an ongoing costs basis. In the public sector superannuation liabilities are met on either an ongoing costs basis or an emerging costs basis or (occasionally) using a combination of both approaches.

As a result the value of superannuation costs shown for private sector employers directly relates to current employees. However, the value of superannuation shown for public sector employers relates in some cases to current employees and in other cases to former employees now receiving a pension or lump sum. In the latter case payments for superannuation will reflect the past structure and size of an organisation rather than current structure

and size. For this reason public and private sector superannuation costs are not directly comparable.

TAFE. College of technical and further education.

Tertiary institution—see 'educational institution'.

Time in nursing. The length of time (in completed years) the respondent had worked in nursing after registering with an Australian nursing board. Time spent nursing as an enrolled or registered nurse has been aggregated to reflect the total time in nursing. The period prior to qualifying (e.g. time completing training) and breaks of 12 months or more are excluded.

Time spent on in-house/external training courses. The average number of hours spent on a training course multiplied by the number of days spent on that course.

Total employees involved in industrial dispute. The sum of the number of employees involved in each industrial dispute in a period. For any period of time the figures may include details of the same employees involved in more than one dispute. The longer the period of reference the more chance there is of some double counting in the number of employees involved. Where there are varying numbers of employees involved during the progress of a dispute the number of employees involved included in the statistics relate to the largest number of individual employees involved on any one day. Generally the *total* number of employees involved for each year will equal the sum of the *total* number of employees involved in the first month of a year plus the number of employees *newly* involved in subsequent months (as published monthly in Catalogue No. 6321.0). Differences between monthly and annual aggregates can occur due to temporary cessations of stoppages which resume in subsequent months. Employees re-involved in this type of dispute are not classified as employees *newly* involved in stoppages in the second period in which the dispute occurs.

Total major labour costs. Refers to the sum of gross wages and salaries, severance, termination and redundancy payments, payroll tax, superannuation costs, workers' compensation costs and fringe benefits tax.

Total membership of trade unions. The aggregate of the membership of individual reporting trade unions. Persons who are members of more than one union are counted more than once in the totals. The extent of this duplication is not known. Membership figures may be affected by differences in the concept of membership adopted by different unions or by the same union at different times.

Total training expenditure. The sum of employers' expenditure for employees' gross wages and salaries for time receiving and providing formal training, fees paid to consultants and institutions and other expenditure on formal training during the reference period.

Trade qualification or apprenticeship. Completion of an approved trade/technical apprenticeship in fitting and turning, hairdressing, plumbing, carpentry, etc.

Trade union (or employee association). An organisation, consisting predominantly of employees, the principal activities of which include the negotiation of rates of pay and conditions of employment for its members. Non-operating unions or branches, i.e. those with no members at the date of collection, are not included in the statistics.

Trades qualified persons. Persons aged 15 and over who had:

- (a) completed an Australian apprenticeship; or
- (b) obtained tradesperson's status under a recognised Australian tradesperson's certificate either under the Tradesmen's Rights Regulation Act in the metal, electrical or footwear trades; or from an Australian Apprenticeship Training Authority.

Trainers' costs (including fees). Employees wages and salaries for time providing training plus fees paid to consultants and training institutions.

Training courses. Courses undertaken in order to improve career opportunities, or to maintain or learn new job skills related to job performance. Training courses may take place on-the-job or off-the-job. They consist of periods of instruction or a combination of instruction and monitored practical work experience which is associated with the instruction. Information was collected on the four main in-house and the four main external training courses attended in the last 12 months. This means that tables in this publication underenumerate training courses undertaken by persons who attended more than four in-house or external training courses.

Training expenditure per employee. Estimated training expenditure divided by the estimated total number of employees. The Training Expenditure Survey did not collect information on the number of employees receiving training.

Training expenditure per training hour. Estimated total training expenditure divided by the estimated total hours of training.

Training hours per employee. The estimated total number of hours of training received divided by the estimated total number of employees. The Training Expenditure Survey did not collect information on the number of employees receiving training.

Training subsidies and grants received from government sources. These are grants or subsidies received from the government for formal training of employees (e.g. CRAFT, the proportion of Jobstart relating to formal training etc.). Subsidies received outside the Training Expenditure Survey reference period are excluded.

Type of nurse registration. Qualified nurses provided details on whether they have gained a certificate of enrolment or a certificate of registration from an Australian nursing board. Registration need not be current. See *Enrolled nurses* and *Registered nurses* for further details.

Underemployed full-time workers. Full-time workers who did not work full-time hours (i.e. did not work 35 hours or more) in the reference week for economic reasons, e.g. stood down, short time and insufficient work.

Underemployed part-time workers. Part-time workers who indicate that they would prefer to work more hours. Additional information was collected about those underemployed part-time workers who had been looking for work with more hours at some time in the four weeks up to the end of the reference week and who were available to start such work within four weeks.

Underemployment rate. The number of underemployed expressed as a percentage of the labour force (i.e. employed plus unemployed) in the same group.

Underutilisation rate. The sum of the number unemployed and the number underemployed expressed as a percentage of the labour force in the same group.

Unemployed persons. Persons aged 15 and over who were not employed during the reference week, and:

- (a) had actively looked for full-time or part-time work at any time in the four weeks up to the end of the reference week and:
 - were available for work in the reference week, or would have been available except for temporary illness (i.e. lasting for less than four weeks to the end of the reference week); or
 - were waiting to start a new job within four weeks from the end of the reference week and would have started in the reference week if the job had been available then; or
- (b) were waiting to be called back to a full-time or part-time job from which they had been stood down without pay for less than four weeks up to the end of the reference week (including the whole of the reference week) for reasons other than bad weather or plant break-down.

The Job Search Experience of Unemployed Persons Survey excludes persons who are waiting to be called back to a full-time or part-time job from which they have been stood down without pay for less than four weeks up to the end of the reference week (including the whole of the reference week) for reasons other than bad weather or plant break-down.

Unemployed persons classified by industry and occupation. Unemployed persons who had worked full time for two weeks or more in the last two years are classified according to the industry and occupation of their most recent full time job.

Unemployed persons looking for first job. Persons who had never worked full time for two weeks or more.

Unemployment rate. The unemployment rate for any group is the number unemployed expressed as a percent-

age of the labour force (i.e. employed plus unemployed) in the same group.

Unregistered collective agreements—see 'collective agreements'.

Un-sponsored. Includes those migrants who came to Australia under special eligibility criteria. This category includes persons who came to Australia as migrants who did not require a visa, or who had some entitlement to come to Australia such as New Zealanders. Refugees were regarded as un-sponsored and include any person who came to Australia under a refugee program. Other persons who were un-sponsored include: persons who applied in their own country to come to Australia; Australians born overseas; persons who came to Australia on a temporary visa, on a working holiday, as a student, etc., and had since gained permanent residence.

Usual resident. A person identified by the respondent as a usual resident of the household at the time of the survey. The terms 'usually reside' and 'present' are synonymous.

Wages and salaries for time providing training. The gross wages and salaries for the time spent by any employee providing formal training for the employees of the organisation. This includes the development, delivery, evaluation and administration of formal training. Also included is paid time and wages of support staff for time spent on activities related to the provision of training.

Weekly award rates of pay. The weekly award rates of pay series for full-time adult employees provide details of the movements in the weekly rates of pay for award classifications included in the index.

Weekly earnings. The amount of 'last total pay' from wage and salary jobs prior to interview (i.e. before taxation and other deductions have been made). For persons paid other than weekly, earnings were converted to a weekly equivalent. No adjustment was made for any back payment of wage increases or pre-payment of leave, etc.

Weekly total hours paid for. The hours for which payment was made. It comprises ordinary time hours and overtime hours. For employees paid other than weekly, hours were converted to a weekly basis. For employees who began or ceased work, or were absent without pay for any reason during the reference period, only the hours actually paid for were included. Where agreed hours of work were less than award hours, hours were based on agreed hours. Hours of work were not reported for managerial employees.

Weekly ordinary time earnings. One week's earnings of employees for the reference period attributable to award, standard or agreed hours of work. It is calculated before taxation and any other deductions (e.g. superannuation, board and lodging) have been made. Included in ordinary time earnings are award payments, base rates of pay, overaward payments, penalty payments, shift and other allowances; commissions if a retainer is also paid; bonuses and similar payments related to the reference period; payments under incentive or piecework; payments under

profit-sharing schemes normally paid each pay period; payments for leave taken during the reference period; all workers' compensation payments made through the payroll; and salary payments, made to directors. Payments not related to the reference period such as overtime payments, back pay, pay in advance, leave loadings, severance, termination and redundancy payments and other payments are excluded.

Weekly overtime earnings. Payment for hours in excess of award, standard or agreed hours of work.

Weekly total earnings. Weekly ordinary time earnings plus weekly overtime earnings.

Workers' compensation. Costs are determined in two ways:

(a) The majority of employees are covered for workers' compensation through the payment of premiums by the employer to an insurer. In these cases, workers' compensation costs are considered to comprise:

- premiums paid during the reference year;
- any workers' compensation costs not reimbursed by the insurer including 'make-up' and 'excess' pay (which cover payments made by employers directly to employees as part of gross wages and salaries, over and above the amount paid as compensation by the workers' compensation insurer);
- premiums paid during the reference year to insure for claims made by employees for workers' compensation at Common Law.

(b) Certain employers may become 'self-insurers'. Workers' compensation costs for these employers are considered to be:

- payments made as part of employees' gross wages and salaries;

- lump sum payments;
- any other workers' compensation costs including legal, accounting, medical and administrative costs and 'catastrophe' insurance premiums;
- premiums paid during the year to offset liability at Common Law for workers' compensation;
- lump sum payments made to employees not reimbursed by an insurer, resulting from workers' compensation claims made at Common Law; and
- any other costs at Common Law for workers' compensation including legal, accounting, medical and administrative costs.

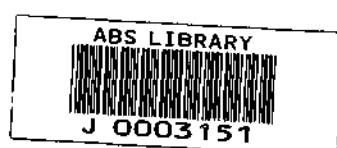
Costs which have been reimbursed from a workers' compensation insurer are not included in the estimates.

Working days lost. Time lost by employees directly and indirectly involved in the dispute, generally as reported by parties to the dispute. For some disputes working days lost are estimated on the basis of the number of employees involved and the duration of the dispute.

Working days lost per thousand employees. Working days lost per thousand employees are calculated for the 12-month period from working days lost and estimates of numbers of employees obtained from the ABS Survey of Employment and Earnings and the ABS Labour Force Survey.

Working in the nursing profession. Qualified nurses working in nursing after registering with an Australian nursing board. Includes nursing supervisors and administrators, clinical nurses, enrolled nurses and nurses employed primarily in education. See also *employment status*.

Working in the trade. Persons working in the trade in which they first qualified in Australia. See also *employment status*.



~~27 APR 1993~~

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